AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE	PAGE	OF PAGES
	1	2

2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. *(If applicable)*
M014	July 1, 1995	34-96RF00825.003	

6. ISSUED BY	CODE	7. ADMINISTERED BY *(If other than Item 6)*	CODE
U. S. Department of Energy Rocky Flats Field Office Contracts Management Division Golden, CO 80402 ATTN: Richard B. Wallace, 303-966-6284			

8. NAME AND ADDRESS OF CONTRACTOR *(No., street, county, State and ZIP Code)*

Kaiser-Hill Company, LLC
Rocky Flats Environmental Technology Site
P. O. Box 464
Golden, CO 80402

CODE	FACILITY CODE

	9A. AMENDMENT OF SOLICITATION NO.
	9B. DATED *(SEE ITEM 11)*
✓	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC34-95RF00825
	10B. DATED *(SEE ITEM 13)* April 4, 1995

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The house and date specified for receipt of Offers ☐ is extended, ☐ is not extended

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) by completing Items 8 and 15 and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA *(If required)*

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

√	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: *(Specify authority)* THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES *(such as changes in paying office, appropriation date, etc.)* SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
✓	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: Contract Clause B.5, Performance Based Incentive Fee Plan
	D. OTHER *(Specify type of modification and authority)*

E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return 3 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION *(Organized by UCF section headings, including solicitation/contract subject matter where feasible.)*

This modification hereby makes the following revisions:

1. Section J, Attachment I to the contract, entitled "Performance Breakdown Structure," is modified to revise the fourth quarter FY95 portion as described in Attachment 1 to this modification. Portions of the Performance Breakdown Structure not revised by Attachment 1 to this modification, remain unchanged.

2. The approved Performance Evaluation Plan for the Fourth Quarter FY1995 is included as Attachment 2 to this modification.

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER *(Type or print)*		16A. NAME AND TITLE OF CONTRACTING OFFICER *(Type or print)* Richard B. Wallace Contracting Officer	
15B. CONTRACTOR/OFFEROR *(Signature of person authorized to sign)*	15C. DATE SIGNED 12/13/95	16B. UNITED STATES OF AMERICA BY Richard B Wallace *(Signature of Contracting Officer)*	16C. DATE SIGNED 12-13-95

3. Clause B.2, Estimated Cost and Fee is deleted in its entirety, and replaced by the following:

B.2 ESTIMATED COST AND FEE

This contract will be in effect for five years, as set forth in F.2 Term of Contract. The total expected budget for this contract is estimated at approximately $3.75 billion over the five year period. However, because the actual value of the contract will be impacted by the annual appropriations for Rocky Flats, the contract will be modified at least annually to reflect the actual Estimated Cost and Fee, as described in various provisions of this contract.

The Estimated Cost and Fee for this contract is as follows:

Period	Est. Cost	Base Fee	Standard Fee	Stretch Fee	Total Potential Fee
7/1/95 thru 9/30/95	$136,870,050	$687,000	$687,000	$3,187,109	$4,561,109
10/1/95 thru 6/30/95	$410,610,150	$2,047,665	$2,047,665	9,574,661	$13,669,991
Totals	**547,480,200**	**$2,734,665**	**$2,734,665**	**$12,761,770**	**18,231,100**

See paragraph B.6 Payment of Base Fee and Performance Based Incentive Fee, below, for further detail regarding the different categories of fee included in the above total.

4. Section J, List of Attachments, Table of Contents is revised by adding the following attachment to the Contract:

Attachment J Performance Based Incentive Fee Structure

A copy of this Attachment J is provided with this Modification as attachment 3.

5. Section J, Attachment C, item number 43:
The permit number for the Rocky Flats Environmental Technology Site National Pollutant Discharge and Elimination System (NPDES) is corrected to read "CO-0001333".

END OF MODIFICATION

PERFORMANCE BREAKDOWN STRUCTURE
REVISIONS
4TH QUARTER 1995

ATTACHMENT - 1

Previous Contract Performance Criteria					Revised Performance Criteria Revisions				
Objectives	Goals		Performance Measures		Objectives	Goals		Performance Measures	
			FY - 95 Standard	FY - 95 Stretch				FY - 95 Standard	FY - 95 Stretch
Critical Mission #1. SNM Consolidation, Shrink the PA Safeguards.	Consolidate SNM in B371 and shrink the protected area by the end of FY00		Complete drum venting of at-risk drums. Repackage all items in contact with plastic Complete 50% of B991 consolidation.	Complete B991 consolidation Complete processing of low level tanks in B771 Place PCM-1B into service in one 700 area	No change	No change	A	Complete venting of 1,182 at risk residue drums (2,045 total in FY95 Repackage 91 items in contact with plactic (222 total in FY95) remaining after 7/1/95 and disposition of 1 SKULL drum Complete Brushing & Inspection of HSP 31.11 Items (51) Remove 50% of Cat I & II SNM items remaining in B991 after 7/1/95	Remove 100% of Cat I & II SNM items remaining in B991 after 7/1/95 Demonstrate 1000 deg. C thermal stabilization furnace capability in B707 Drain 3LL tanks in B771 Place 5 PCM-2 into service
	Excess M & E inventoried, declassified and/or shipped off-site or turned over to beneficial use by FY97.			Inventory of Classified M & E and declassification / disposition strategy complete			A		Process 50 bottles in bottle box operations in B774 Six off-site shipments of SNM B371 for OPNS (1 S/R and vent system operable)

PERFORMANCE BREAKDOWN STRUCTURE
REVISIONS
4TH QUARTER 1995

ATTACHMENT - 1

Previous Contract Performance Criteria					Revised Performance Criteria Revisions				
Critical Mission Objective #2. ER Risk Reduction and Completion	Accelerate ER risk reduction to reduce public and worker risk by 90% by FY98 Revise clean-up strategy with DOE and the regulators/stakeholders						A		Develop the interim end state implementation plan by September 30, 1995
Critical Mission Objective #3. Site Conversion	Release 4,000 acres (60%) of Site for general public access by the end of FY96 (conversion beyond what is dependent on cost-effective and state determination and building demolition vs mothball economics and safety)		Achieve agency MOU to work toward Superfund site boundary redefinition	Redefine the Superfund site boundary Release 1,900 acres for general public access	No change	No change	A	No change	1,900 acres off NPL by EPA signed letter / document Health and Safety protection area requirements for Public storage are defined Public access is tailored to meet the Health and Safety protection criteria
Critical Support Objective #4. WM Support and Risk Reduction	Achieve zero impact on SNM, ER or Conversion due to lack of planned WM capacity by FY96			Complete feasibility study and planning for privatized radioactive and LDR waste treatment facility.			A		Complete Waste Water Management strategy and have ready for implementation by the end of 1995

PERFORMANCE BREAKDOWN STRUCTURE
REVISIONS
4TH QUARTER 1995

ATTACHMENT - 1

Previous Contract Performance Criteria					Revised Performance Criteria Revisions				
Integrating Objective #1. Safety and Health	Establish and implement a mature behavior/based ES&H program that supports a culture of continuous improvement resulting in decreasing risk "in unsafe acts" to workers and the public		Conduct a survey and demonstrate a 10% reduction in unsafe acts				A	Demonstrate a 10% reduction in unsafe acts. Complete a collective significance evaluation.	
	Attain VPP STAR status.		Complete baseline OSHA survey in major facilities by the end of FY and disposition 75% of RAC 1 deficiencies as they are identified				A	Complete baseline OSHA survey in major facilities by end of FY. Disposition 75% of RAC 1 deficiencies as they are identified "in OSHA" surveys.	
	Reduce incident radiological exposure levels.		Eliminate any internal radiation exposure to any individual which would exceed accumulated dose of 150 MR whole body EDE				A	Eliminate any incidental internal radiation exposure to any individual which would exceed accumulated dose of 150 CEDE. Complete all activities necessary to become conditionally compliant (i.e., all activities except for validation and verification process) with 95% of the requirements of 10CFR835 "Occupational Radiation Protection"	Complete all activities necessary to become conditionally compliant (i.e., all activities except for validation and verification process) with 100% of the requirements of 10CFR835 "Occupational Radiation Protection"
	Nuclear Safety develop, implement, and maintain site-wide authorization basis.		None				A	Complete authorization basis process and improvement team through endorsement	

Manager: G. M. Voorheis

PM Number
C1.12 Strch

PM C1.12 Strch
Max Fee: **$77,000**

Report Due 9/30/95

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-5) Process 50 bottles in bottle box operations in Bldg. 774

Contract Officers Representative

L. W. Smith

Performance Metric

Fifty bottles will be transferred from Building 771 to Building 774 where they will be cemented.
To meet LDR compliance LS

Completion Documentation

A memorandum from the SSOC Liquid Stabilization Program Manager documenting task completion.

Payment Method (Stretch only)

2% of fee will be paid for each bottle cemented.

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number
C1.13 Strch

PM C1.13 Strch
Max Fee: **$77,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-6) 6 Offsite Shipments of SNM

Contract Officers Representative

L. W. Smith

Performance Metric

Complete the 4 identified shipments to LANL, 1 to LLNL, and 1 to Pantex.

Completion Documentation

A report from SNM Material Management that details disposition of the items.

Payment Method (Stretch only)

16.67% of fee will be paid for each shipment.

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number
C1.14 Strch

PM C1.14 Strch
Max Fee: **$97,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-7) Bldg. 371 ready for OPNS (1 S/R and Vent System Operable)

Contract Officers Representative

L. W. Smith

Performance Metric

1. One stacker/retriever vehicle operable with the capacity to access material storage pallets.
2. System 1 ventilation operable to perform HSP 31.11 material moves, drum venting, and stacker/retriever operations.

Completion Documentation

1. A report from B371/374 Facility Management verifying successful S/R operation.
2. A report from 371/374 Facility Management dispositioning the system 1 status as operable.

Payment Method (Stretch only)

~~50~~ 35 % of fee will be paid when the stacker/retriever vehicle is operable, and ~~50~~ 65 % of the fee will be paid when the System 1 ventilation system is operable.

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

PM C2.01 Std Max Fee: **$69,000** PM C2.02 Strch Max Fee: **$203,000**

PM Number
C2.01 Std

William Fitch

Performance Measure
FY-95 4th Quarter

95-ER-001

PM Number
C2.02 Strch

ACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #2 (C2), ER Risk Reduction and Completion

MEASUREMENT: Standard: Conduct regulatory summit within 30 days following takeover
Stretch: Conduct regulatory summit prior to takeover

SOURCE OF DATA: Documentation from meetings held.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Standard: Letter documenting the agenda, the attendees at the meeting(s), a summary of issues discussed, and the date(s) that the meetings occurred.
Stretch: Letter documenting the agenda, the attendees at the meeting(s), a summary of issues discussed, and the date(s) that the meetings occurred.

HOW IS COMPLETION VERIFIED: DOE/RFFO attendees at the meeting(s) verify that the intent of the regulatory summit was met through the meetings held.

RECOMMENDATION: None

DEFINITIONS: The intent (value objective) of the regulatory summit is defined as "open the way for restructuring the regulatory approach to meet risk reduction objectives." The term "regulatory summit" may be defined loosely to include a single or a series of meetings with the Environmental Protection Agency and the Colorado Department of Public Health & Environment.

FEE (if applicable)	GOAL	FEE	
Standard:	Document submitted to DOE, RFFO by 9/30/95	1%	~~$39K~~
Stretch:	Document submitted to DOE, RFFO by 9/30/95	6%	~~$234K~~

PM C2.03 Std
Max Fee: $39,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

DOE ADVOCATE: William Fitch

95-ER-002

PM Number
C2.03 Std

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #2 (C2); ER Risk Reduction and Completion

MEASUREMENT: Standard: Revise ER risk baseline and prioritization; Stretch: None

SOURCE OF DATA: Report by Kaiser-Hill.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Standard: Complete and submit a revised risk baseline and prioritization document for Environmental Remediation (ER).

HOW IS COMPLETION VERIFIED: DOE, RFFO approves the document after verifying that it includes those elements identified in the definitions section below, and the document is also approved in writing by the Colorado Department of Public Health & Environment, and the Environmental Protection Agency.

RECOMMENDATION: None

DEFINITIONS: The prioritization portion of the performance measure will be completed by revising the current Individual Hazardous Substance Site (IHSS) ranking system to include risk and cost data as well as remediation data and producing a prioritized list of environmental risks. The baseline portion of the performance measure will be achieved by evaluating the top twenty IHSSs on the risk prioritization list against the "factors" to create a prioritized list of achievable remedial actions and presenting the results of that evaluation in a written document. "Factors" include, but are not limited to, cost; availability and appropriateness of technologies; worker safety during implementation; availability of waste disposal options; environmental risk during remediation; and reduction of toxicity, mobility or volume.

FEE (if applicable)	GOAL	FEE	
Standard:	Document submitted to DOE, RFFO by 9/30/95	1%	$39K

R. E. Card

PM Number
C2.04 Std

: William Fitch

PM C2.04 Std
Max Fee: **$39,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

95-ER-003

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #2 (C2)
ER Risk Reduction and Completion

MEASUREMENT: Standard: Obtain necessary approvals for site-wide No Further Action (NFA) criteria
Stretch: None

SOURCE OF DATA: Report by Kaiser-Hill.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Standard: Complete a regulatory strategy document.
Stretch: None

HOW IS COMPLETION VERIFIED: Submit a regulatory strategy document which describes No Action/No Further Action criteria, in accordance with CERCLA and RCRA Corrective Action, to DOE, RFFO. Initiate and obtain conceptual agreement on the strategy with DOE/RFFO, the Colorado Department of Public Health & Environment, and the Environmental Protection Agency.

RECOMMENDATION: None

DEFINITIONS: None

FEE (if applicable)	GOAL	FEE	
Standard:	Complete regulatory strategy document and obtain conceptual agreement by DOE, RFFO, CDPH&E and EPA by 9/30/95	1%	$39K
Stretch:	None		

R.C. Card

PM Number
C2.05 Strch

PM C2.05 Strch
Max Fee: $116,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

95-ER-004

DOE ADVOCATE: William Fitch

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #2 (C2), ER Risk Reduction and Completion

MEASUREMENT: Stretch: Provide strategy and regulatory basis that results in the release of most of the buffer zone for general public access. Standard: None

SOURCE OF DATA: Plan by Kaiser-Hill.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Standard: Complete a written strategy document.

HOW IS COMPLETION VERIFIED: Delivery of the plan to DOE, RFFO and verification that the topics within the description/deliverable (below) are discussed.

RECOMMENDATION: Identify issues and a means for addressing the issues associated with, but not limited to, property transfer, Safety Analysis Reviews, Safeguards and Security, impacts to the ecosystems, and impacts to potential threatened and endangered species.

DEFINITIONS: The written strategy document will describe the strategy, regulatory basis, scope, proposed schedule and budget for the release of most of the Buffer Zone at the Rocky Flats Environmental Technology Site. The strategy will also include a priority or weighting system for "parcels" of land, a tie into the Future Site Use Working Group recommendations, and a strategy for types and extent of public access (including open unescorted access) to each of the "parcels." The strategy will address the redefinition of the National Priorities List boundary as discussed in Critical Mission #3, Site Conversion.

FEE (if applicable)	GOAL	FEE
Stretch:	Completed Plan submitted to DOE, RFFO by 9/30/95	3% ~~$117K~~

PM Number
C2.06 Strch

PM C2.06 Strch
Max Fee: $194,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

95-ER-005

DOE ADVOCATE: J. Roberson

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD#: Critical Mission Objective #2 - Accelerated risk-reduction to reduce public and worker risk by 90% by FY 98.

MEASUREMENT: Remediate 1 of the top 10 high-risk IHSSs.

SOURCE OF DATA: Kaiser-Hill

WHO GATHERS AND UPDATES CHARTS: N/A

FREQUENCY OF REPORTING (MONTHLY): One-time deliverable

VOLUME PER MONTH: N/A

DESCRIPTION/DELIVERABLE: Prepare and submit decision documents (IM/IRA, PAM, etc.) sampling and analysis plans, appropriate field documentation (HASP, IWCP, etc.) for approval by DOE, CDPHE, and EPA, as applicable prior to initiation of remediation. These documents will include at a minimum, an introduction, description of objectives, scope, approach, confirmation sampling, and schedule. An interim completion report will be submitted following receipt of pertinent data sufficient to demonstrate the removal is complete. Selection of the IHSS as one of the top 10 IHSSs shall be confirmed in the risk prioritization process.

HOW IS COMPLETION VERIFIED: An interim completion report will be submitted following receipt of pertinent data sufficient to demonstrate the removal is complete.

RECOMMENDATION: None

DEFINITIONS: The interim completion report should include, at a minimum, a description of the action performed, the quantity of contaminated material removed, quantity of total material removed, contaminant levels remaining, excess material disposition list, waste characterization information, description of waste treatment/disposal option, description of risk reduction achieved, and a description of how the action facilitated the closure of the associated IHSS.

PAYMENT SCHEDULE: None

FEE: (if applicable)	GOAL	FEE
	Standard: N/A	N/A
	Stretch: Complete removal of 1 of the top 10 IHSSs by FY 95.	5% (Est. 195K)

Jessie M. Roberson

Robert G. Card
8-8-95

PM Number
C2.07 Strch

PM C2.07 Strch
Max Fee: $116,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

DOE ADVOCATE: J. Roberson

ER-006

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD#: Critical Mission Objective #2 - Accelerated risk-reduction to reduce public and worker risk by 90% by FY 98.

MEASUREMENT: Remediate 3 hot spots in FY 95.

SOURCE OF DATA: Kaiser-Hill

WHO GATHERS AND UPDATES CHARTS: N/A

FREQUENCY OF REPORTING (MONTHLY): One-time deliverable

VOLUME PER MONTH: N/A

DESCRIPTION/DELIVERABLE: Prepare Proposed Action Memorandum, Sampling and Analysis Plan, and appropriate field documents (HASP, IWCP, etc.) for approval by DOE, CDPHE, and EPA, as applicable prior to initiation of remediation. These documents provide at a minimum, an introduction, description of objectives, scope, approach, confirmation sampling, and a schedule. An interim completion report will be submitted following receipt of pertinent data to demonstrate removals are complete.

HOW IS COMPLETION VERIFIED: An interim completion report will be submitted to demonstrate source removal at the three locations.

RECOMMENDATION: None

DEFINITIONS: By definition, a hot spot meets one of three criteria:

1. an area of radiation meeting the definition of a hot spot in DOE Order 5400.5;
2. an area of significant hazardous substance contamination; or
3. an area of PCB contamination that has concentrations greater than 25 ppm.

The interim completion report should include, at a minimum, a description of the action performed, the quantity of contaminated material removed, quantity of total material removed, contaminant levels remaining, excess material disposition list, waste characterization information, description of waste treatment/disposal option, description of risk reduction achieved, and a description of how the action facilitated the closure of the associated IHSS.

PAYMENT SCHEDULE: None

FEE: (if applicable)	GOAL	FEE
	Standard: N/A	N/A
	Stretch: 3 hot spot removals in FY 95.	3% (Est. 117K)

Jessie M. Roberson

Robert G. Card
8-8-95

PM C3.01 Std
Max Fee: **$68,000**

PM C3.02 Strch
Max Fee: **$68,000**

1

DOE ADVOCATE: J. Hartman

95-SC-001

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #3 (C3)
Site Conversion

MEASUREMENT: Standard: Prepare a formal request for DOE to the EPA, in accordance with EPA guidance, requesting Superfund (NPL) Site boundary redefinition.
Stretch 1: Have EPA concur in redefinition of the Superfund site boundary.

SOURCE OF DATA: Letters with attachments (documenting closure) submitted to DOE,RFFO by Kaiser-Hill.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverables.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Standard: Prepare letter request for the DOE to the Environmental Protection Agency describing the redefinition of the Superfund site boundary. Submit this request formally to DOE/RFFO for transmittal. Request will be in accordance with current EPA guidance on this subject.

Stretch 1: Obtain Environmental Protection Agency concurrence on a revised NPL boundary.

HOW IS COMPLETION VERIFIED: DOE/RFFO receives a copy of the above-referenced documents, as defined in the Definitions section below.

RECOMMENDATION: Not applicable

95-ER-005

FACTUAL MEASUREMENT SELECTION WORKSHEET (CONT.)

DEFINITIONS: The Redefinition request will be a document submitted to the DOE/RFFO which describes the authority and guidance by which portions of the Rocky Flats Site will be recognized as uncontaminated, per CERCLA, and therefore not be considered a part of the National Priorities Listing (NPL) for the Rocky Flats Site. It will formally request EPA to concur.

The Stretch goal is considered to be any concurrence from EPA, resulting from this request, which redefines the NPL boundary for the Rocky Flats Site.

FEE (if applicable)	GOAL	FEE
Standard:	Completed Letter Agreement submitted to DOE, RFFO by September 30, 1995.	.83% (est. $31.5K)
Stretch 1:	Completed map and associated EPA concurrence submitted to DOE, RFFO by September 30, 1995.	.83% (est. $31.5K)

1. Kaiser-Hill _____ DOE/RFFO

RD #32,000 CD

DOE ADVOCATE: J. Hartman 95-SC-001

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #3 (C3)
Site Conversion

MEASUREMENT: Stretch 2: Open 1900 acres for controlled public access.

SOURCE OF DATA: Letters with attachments (documenting closure) submitted to DOE,RFFO by Kaiser-Hill.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverables.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Stretch 2: Open approximately 1900 acres of the buffer zone for controlled public access . This will include an appropriate map of the area, indicating a description of the tour route, information delivered by the tour guide, and other pertinent information, as described in the definitions section.

HOW IS COMPLETION VERIFIED: DOE/RFFO receives a copy of the above-referenced documents, a tour is conducted in the 1900 acres, and documentation is delivered as described below.

RECOMMENDATION: Identify issues and a means for addressing the issues associated with, but not limited to, radiation protection issues, Safety Analysis Reviews, Safeguards and Security, impacts to the ecosystems, and impacts to potential threatened and endangered species.

95-ER-005

FACTUAL MEASUREMENT SELECTION WORKSHEET (CONT.)

DEFINITIONS: "Open for controlled public access" means that there are times when the public can be in the buffer zone without badging or prescreening, although they may be escorted or be part of a guided tour. This controlled access will enhance Site conversion by providing more accessibility to the general public, and by developing and implementing a more open and accesible tour program. It will also begin the process of setting the Rocky Flats buffer zone aside as a managed open space resource in the community, which is consistent with the recommendations of the Future Site Use Working Group. The guided tours, which will start on or before September 30, 1995, will proceed along established buffer zone roads, and will provide an overview of health & safety considerations, the history of Rocky Flats, the wildlife and ecological habitat in the buffer zone, the environmental cleanup activities at the site. Rocky Flats is a Superfund site under remediation and a production facility undergoing decommissioning; therefore, access will be carefully controlled to ensure visitor safety. A community relations plan, and brochures for an interpretative tour will also be developed and delivered. Starting in FY96, ongoing support for this program will be provided, and tours will continue on a regular periodic basis.

FEE (If applicable)	GOAL	FEE
Stretch 2:	Prepare and conduct of interpretative tour, prepare and submit a community relations plan for the tour program to DOE/RFFO.	.83% (est. $31.5K)

Kaiser-Hill

DOE/RFFO

PM C3.04 Strch
Max Fee: ~~$194,000~~ #220,000

DOE ADVOCATE: J. Roberson

95-SC-002

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Critical Support Objective #3 (C3); Site Conversion

MEASUREMENT: Standard: None
Stretch: Obtain conceptual agreement on the Interim End State concept and submit a rough draft of the technical logic for the Interim End State.

SOURCE OF DATA: Report by Kaiser-Hill

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: One time deliverable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: Stretch: A rough draft of the technical logic for the Interim End State describing the conceptual conditions during Phase II (described below.)

HOW IS COMPLETION VERIFIED: DOE/RFFO receives a rough draft of the technical logic and description of the Interim End State, as approximately described in the attached draft work plan.

RECOMMENDATION: None

DEFINITIONS: "Interim End State" is defined as the period of time between plutonium consolidation and disposition (Phase II). The Interim End State will be achieved as the plant goes into a safe, stable operating condition following deactivation, decontamination, decommissioning and demolition of certain surplus, contaminated buildings. The document will address the following key topics: plutonium storage; containerized waste storage; deactivation, decontamination, decommissioning, and demolition; interim closure; and site infrastructure systems (see attached draft work plan.)

FEE (if applicable)

	GOAL	FEE	
Standard:	Complete a rough draft of the technical logic for the Interim End State by September 30, 1995	5%	$195K

Jessie Lobe

DOE ADVOCATE: Melody Bell x2039

Performance Measure
FY-95 4th Quarter

95-WM-005

PM Number
S1.01 Std

PM Number
S1.02 Strch

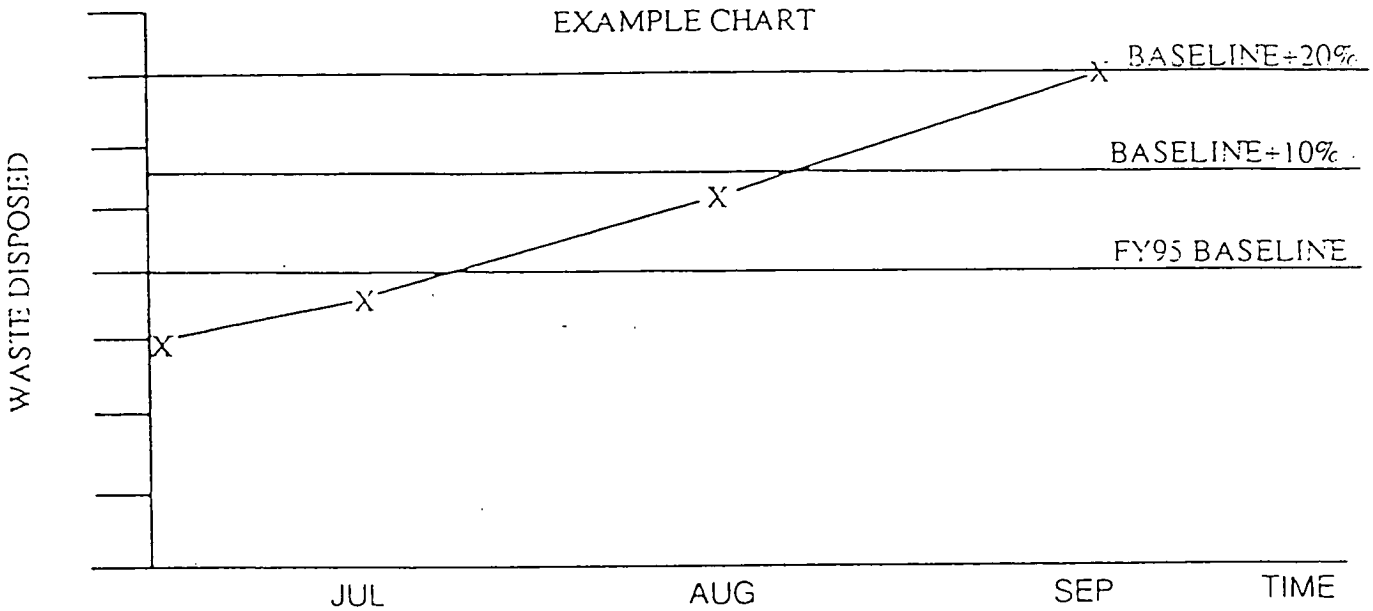
UAL MEASUREMENT

PM S1.01 Std
Max Fee: **$19,000**

PM S1.02 Strch
Max Fee: **$136,000**

Support Objective #4 (S1)
Zero Impact on SNM, ER or Conversion Due to Lack of WM Capacity by FY96

MEASUREMENT: Standard: Expedite offsite shipment of Low Level Waste (LLW) by 10% over the FY95 baseline.
Stretch: Expedite offsite shipment of Low Level Waste (LLW) by 20% over the FY95 baseline.



SOURCE OF DATA: Quarterly report showing cumulative LLW generation and disposal volumes. Submit four copies of each report.

WHO GATHERS AND UPDATES CHARTS: K-H.

FREQUENCY OF REPORTING: Show volumes generated and disposed each month.

VOLUME PER MONTH: Varies.

DESCRIPTION/DELIVERABLE: Track the volume of LLW disposed. Chart should show the FY95 baseline, stretch goals, and the actual cumulative volume of LLW waste disposed.

HOW IS COMPLETION VERIFIED: Review of the report from K-H and discretionary verification by DOE.

RECOMMENDATION: None

DEFINITIONS: LLW baseline for FY95 is 612 cubic meters (800 cubic yards). LLW is defined in DOE Order 5820.2A. For the purpose of this PM, LLW includes both LLW and Low Level Mixed Waste.

FEE (if applicable)	GOAL	FEE
Standard:	10% over FY95 baseline - 673 cu meters (880 cubic yards)	0.5% Est. $19,000 ~~5% Est: $9371~~
Stretch:	20% over FY95 baseline - 734 cu meters (960 cubic yards)	3.5% Est. $136,000 ~~25% Est: $35594~~

Jessie Roberson

Robert Card

PM Number
S1.03 Std

: Melody Bell x 20
TUAL MEASUREM

PM S1.03 Std
Max Fee: $12,000

Kaiser-Hill
mance Measure
5 4th Quarter

95-WM-001
ET

PM Number
S1.04 Strch

al Support Objective #4 (S1
ve Zero Impac; on SNM, Ef

PM S1.04 Strch
Max Fee: $77,000

ack of WM Capacity by FY96

MEASUREMENT: Standard: Complete a Conceptual Design Report (CDR) for an on-site Low Level/Low Level Mixed Waste ((LLW/LLMW) disposal cell (Corrective Action Management Unit - CAMU, or Class C Landfill)
Stretch: Provide technical strategy and regulatory basis to support DOE in achieving regulatory approach to conier Operable Unit 4 (OU4) funding to build and on-site LLW/:LLMW disposal cell (CAMU or Class C Landfill).

SOURCE OF DATA: Report by Kaiser-Hill

WHO GATHERS AND UPDATES CHARTS: Any charts required will be within K-H repon

FREQUENCY OF REPORTING: One time deliverable

VOLUME PER MONTH: N/A

DESCRIPTION/DELIVERABLE: Standard: Completed CDR in accordance with DOE Order 4700.1 delivered to DOE/RFFO.
Stretch: Completed technical strategy and regulatory basis delivered to DOE/RFFO.

HOW IS COMPLETION VERIFIED: DOE/RFFO concurs with the K-H approach.

RECOMMENDATION: The technical and regulatory strategies should be completed prior to a significant effort on the Conceptual Design Report

DEFINITIONS: The technical strategy and regulatory basis shall include at a minimum a schedule of actions through CAMU and Subtitle C operational startup; a list of assumptions, list of drivers and requirements; preliminary discussion with concerned stakeholder groups; a completed stakeholder public participation plan submitted for public comment; a completed requirement and regulatory analysis; initial identification and assessment of alternatives; and a completed plan for securing appropriate funding for implementation and operations.

FEE (if applicable)	GOAL	FEE
Standard:	Completed CDR submitted to DOE by 9/30/95	~~4%~~ ~~Est. $15400~~ 0.30% Est. $11,700
Stretch:	Completed Technical and Regulatory Strategies delivered to DOE/RFFO by 9/30/95	~~15%~~ ~~Est. $58112~~ 2.0% Est. $78,000

QAK TGH

QAK TGH

8-15-95

Jessie Roberson

Roben Card

DOE ADVOCATE: Laura Bragg x6614 PM S1.05 Std 95-WM-004

PM Number S1.05 Std

JAL MEASUREMENT SELEC Max Fee: $15,000

Support Objective #4 (S1)
Achieve Zero Impact on SNM, ER or Conversion Due to Lack of WM Capacity by FY96

MEASUREMENT Develop waste prioritization approach and waste minimization baseline, and have a pilot chargeback system ready for implementation by End of FY95.

SOURCE OF DATA: K-H

WHO GATHERS AND UPDATES CHARTS: K-H

FREQUENCY OF REPORTING (MONTHLY): once per month

VOLUME PER MONTH: N/A

DESCRIPTION/DELIVERABLE: The prioritization approach shall include a methodology to select and document key actions throughout all site operations that will likely provide a significant waste minimization result. This first deliverable shall include the rating of 20 candidate waste minimization actions. The waste minimization baseline will be a document describing the quantity of waste generated per operation onsite (i.e. how much saltcrete is produced per gallon of waste water to building 374, gallons of waste water produced per pound of coverall washed in the laundry).

HOW IS COMPLETION VERIFIED: DOE/RFFO Receiving/Accepting the report and an assessment of the system

RECOMMENDATION: N/A

DEFINITIONS:
Chargeback: Charging the generator of the waste for all related waste management services provided including but not limited to inspections, certifications, quality assurance assessments, transportation, storage, disposal, and administration.

Ready For Implementation: All planning and scheduling is completed, the project funding is secured , all responsible management and staff are trained and ready to implement and planned tangible actions are initiated.

FEE (if applicable)	GOAL	FEE
Standard:	Chargeback ready for implementation by the end of FY95	0.40% Est. $15,600 CAIC ~~4% Est. $15496~~ EH
Stretch:	N/A	N/A

Jessie Roberson

Robert Card

PM Number
S1.06 Strch

Bill Prymak x 5979

PM S1.06 Strch 95-WM-002

UAL MEASUREMENT SELECT

Max Fee: **$77,000**

VALUE ADD#: Critical Support Objective #4 (S1)
Achieve zero impact on SNM, ER, or conversion due to lack of WM capacity by FY96

MEASUREMENT: Complete a draft waste water management strategy by the enc of FY95

SOURCE OF DATA: K-H

WHO GATHERS AND UPDATES CHARTS: Any charts required will be included in the deliverables

FREQUENCY OF REPORTING: One time deliverables

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE: . The Waste Water Management Strategy will a short and long term plan for management of all waste water on site based on construction and operating cost estimates, risk analysis, all current and future waste water volumes, and waste water characterization.

The complete Waste Water Management Strategy shall provide an interim (less than 2 year) and long term (2 t 20 years) plan for operating all waste water collection, processing and treatment systems existing and anticipated on the site.

The interim plan shall include a detailed description of activities required to initiate the long term plan including immediate actions to reduce resource commitments, elimination of modifications not required by the long term plar technical changes necessary to allow for a smooth transition to the long term operation, regulatory planning, identification of funding requirements and sources, and a detailed schedule ready for implementation.

The long term plan shall include identification and assessment of alternatives, including construction and operating cost estimates; list of assumptions, drivers and requirements; completed regulatory analysis; schedu for implementation; plan for securing appropriate capital and operating funds.

HOW IS COMPLETION VERIFIED: Review of reports by RFFO

RECOMMENDATION: The cost estimates should be based on 20 to 25 years. Any major upgrades shoulc be planned based on this average lifespan.

DEFINITIONS: Waste water characterization includes evaluation of contaminants and contaminant concentration.

Waste Water includes all process waste waters, incidental waters, Interceptor Trench Water, waters collected from all remediation and pump and treat activities, and all waters currently processed or planned for processing Building 374. For this Rating Plan, Waste Water does not include surface water runoff which is handled by he surface waste management system.

FEE (if applicable)	GOAL	FEE
Standard:	Non-fee item	$0
Stretch:	Complete Strategy ready for implementation by enc of FY95	~~5% Est. $58,500~~ ~~15% EST $58112~~ 2% Est. $76,000

6-15-95

Jessie Roberson

Robert Carc

DOE ADVOCATE: Fred Gerdeman x6203

PM Number
S1.07 Std

PM Number
S1.08 Strch

PM S1.07 Std
Max Fee: **$12,000**

PM S1.08 Strch
Max Fee: **$39,000**

95-WM-003

IAL MEASUREMENT

Support Objective #4 (S1)
: risk to the workforce and public by 90% by FY 1998

MEASUREMENT Standard: 1. Complete risk screening analysis. 2. Prioritize the top 10 risk areas. Stretch: 1. Conduct risk screening analysis and complete 50% of the first risk reduction item.

SOURCE OF DATA: Status report from K-H.

WHO GATHERS AND UPDATES CHARTS: K-H provides status report.

FREQUENCY OF REPORTING: Monthly

VOLUME PER MONTH: N/A

DESCRIPTION/DELIVERABLE: Standard goal deliverables to DOE due before 10/1/95 are as follows: 1) Risk analysis method description. 2) Documented risk analysis including assumptions and backup data. 3) List of the top 10 risk areas. 4) Identification of the first risk reduction item. Stretch goal deliverable due before 10/1/95: Conduct risk screening analysis and complete 50% of the field work for the first risk reduction item.

HOW IS COMPLETION VERIFIED: For standard deliverables, copies of the documents. For stretch goal, a report from K-H and discretionary verification by DOE.

RECOMMENDATION: Risk analysis methodology follows accepted industry risk analysis standards.

DEFINITIONS: First Risk Reduction Item: Item with a top five rated safety risk per the completed risk screening analysis.

FEE (if applicable)	GOAL	FEE
Standard:	Completed Risk Screening Analysis delivered to DOE by end of FY95	~~2% est. $7748~~ 0.30% EST. $11,700
Stretch:	50% complete with First Risk Reduction Item by end of FY95	~~5% est. $19321~~ 1.0% EST. $39,000

8-15-95

Jessie Roberson

Robert Card

PM I1.01 St...

PM Number	PM Number	Max Fee: $12,000	Kaiser-Hill Performance Measure FY-95 4th Quarter	03
I1.01 Std	I1.03 Strch	PM I1.03 Strch Max Fee: $27,000		

FACTUAL MEASUREMENT S... SHEET

VALUE ADD#: Integrating Objective #1 (I1)
Establish and implement a mature behavior-based ESH&Q program that supports a culture of continuous improvement resulting in decreasing risk to workers and the public.

MEASUREMENT: Standard: Establish a baseline of unsafe acts by a review of past surveillance records, occurrence reports, and audits. Demonstrate a 10% reduction in unsafe acts. Complete a collective significance evaluation.

Stretch: Demonstrate a 25% reduction in unsafe acts.

SOURCE OF DATA: Occurrence Reporting System (ORPS), Plant Action Tracking System (PATS), Computerized Accident/Incident Reporting System (CAIRS), and medical incident and accident reports (I & A).

WHO GATHERS AND UPDATES CHARTS: NA

FREQUENCY OF REPORTING: One-time deliverables

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE: A list of unsafe acts from ORPS, PATS, etc., for the past 5 years, prior to 6-30-95, which will serve as the baseline. Documentation to support 10% reduction in unsafe acts. Collective significance evaluation

HOW IS COMPLETION VERIFIED: DOE RFFO to review and agree with K-H baseline list of unsafe acts. DOE RFFO to review documentation and perform field evaluations to verify percentage reduction in unsafe acts relative to the baseline. DOE RFFO to review collective significance evaluation.

RECOMMENDATION: None

DEFINITIONS: Unsafe Act - An act by a person at the Rocky Flats Environmental Technology Site that has the potential to result in harm to an individual, the public, or the environment where considering the training and qualifications of the person, they should know better. An unsafe act can be either an act of commission or an act of omission.

List of Unsafe Acts - The list of unsafe acts is attached

Collective Significance Evaluation - A report resulting from a compilation of DOE-HQ, DOE-RFFO, EG&G and Kaiser-Hill safety and health evaluations that indicates common themes and significance to the site. Examples include Red Team Reports, Tiger Team Evaluations, GAO Report on Asbestos, etc.

at end of 4Q FY95

PAYMENT SCHEDULE: Payment of fee will be ~~annually~~ after receipt, review and approval by the RFFO responsible manager, including optional field verification, of the FY95 quarterly report.
FEE distribution is linear for performance levels between standard and stretch measure

FEE (if applicable)	Goal	FEE

Standard: Establish a baseline of unsafe acts prior to 9-30-95
Demonstrate a 10% reduction in unsafe acts by 9-30-95
Provide a collective significance evaluation by 9-30-95

Stretch Demonstrate a 25% reduction in unsafe acts by 9-30-95

DOE RFFO

K-H

DOE ADVOCATE: David A. Brockman

Unsafe acts were found occurring within the following categories :

1. Floor loading and protection, overloading posted loads
2. Electrical operations
   a. New systems
   b. Existing systems
   c. Electrical equipment
   d. Batteries, storage, use, charging
   e. Electrical safety practices, NEC and ANCI-C2 requirements
   f. Power transmission and distribution and switch gear
   g. Lock-out/tag-out
   h. Safety interlocks and limiting devices
   i. Misuse of electrical extension cords
3. Railroad safety, blocking or chocking of cars and brake set not done
4. Pressure safety
   a. Use of pressure systems. Cleaning clothing and cooling off
   b. Safety devices. Not inspected, or tested
   c. Relief devices, No inspection or maintenance
   d. Compressed gas cylinders. use, storage, transport
   e. LP gas storage, protection and use
   f. Aerosol spray cans. Storage, use and disposal
5. Freight elevators. Repair, blocking and tagout for repair no occurring
6. Ropes, chains and slings. Used with no inspection or observation
7. Scaffolds. No inspection, improper set and overloading
8. Ladders, improper storage and improper use
9. Vehicle traffic and pedestrians. Speeding, signs, and moving violations
10. Vehicle parking in handicapped and fire lanes. [Daily occurrence]
11. Accident prevention signs, tags, tape, Not used, removed or by-passed
12. Explosives, storage and transport. Inspection and labeling LTA
13 101 Life Safety Code violations not enforced by Fire department safety
14. Hoisting apparatus, inspection, qual, and training not done LTA
15. Forklift operations. No oversight by managers for safety compliance
16. Heavy equipment maintenance, inspection, qual and training LTA
17. Transfer of hazardous liquids and storage. No MSDS data at location
18. Chemicals storage and disposal. LTA with no MSDA information at site
19. Storage and disposal of non-plutonium metal
20. Drum handling and storage not pre-planned for manual movement
21. Depositing nonradiocal items in posted areas
22. Operators card for special equipment operations not always required
23. Not following occupational safety program safety guidelines
24. Emergency eyewash and shower requirements not followed
25. Not requesting DOE variance for OSHA requirements
26. Powered industrial trucks, inspections, qual, training not always done

27. Safe work apparel. Clothing, rings, tags, worn around rotating & elect
28. Vehicle accident reporting not always reported
29. Property M&O property damage reporting LTA
30. Safety and health requirements for subcontractors LTA
31. Excavation and trenching safety meetings not always held
32. Occupational safety and health rights and responsibilities not posted
33. Work platforms unstable and often overloaded
34. Hand and portable power tools operated with guards removed
35. Machine safe guarding not put back into place after repair
36. Head protection not always worn
37. Eye protection improper for work location
38. Fall protection and equipment not used or in place
39. Safety footwear not used at all construction locations, warehouses
40. Welding, cutting. Not all safety devices are used or in place
41. Special safety footwear. Not used as required
42. Employee safety complaints. JCUSC , DOE, and OSHA not posted
43. Occupational health and environmental controls. Oversight LTA
44. Hazardous materials. No management oversight at work location
45. Confined space. Used as break rooms. No management oversight
46. Safe work permit, JSA. Procedures not always followed
47. Sanitation sewage system.
48. Medical first-Aid
49. Unattended vehicle operation
50. Seatbelt non use
51. Fire protection
    a. Portable fire extinguishes. Blocked, missing, no training
    b. Fire drills. Not held
    c. Blocking automatic and fixed sprinkler systems.
    d. Blocking egress with boxes, and equipment
    e. Telecommunications/Communications to people LTA
52. Working under running conveyor systems
53. Working over an Alpha C with improper clothing
54. Non compliance to written procedures
55. Storage of bag out bags causes dumping in unsafe locations
56. Cabinets in vehicles not tied down
57. Using flammable storage cabinets located in class 1 Div 2 locations
58. Using untrained personnel in hazardous job tasks
59. Lack of supervision/oversight on job site and work locations
60. Housekeeping poor. Office building and Plantwide in general
61. Weather conditions and lack of proper foot wear usage
62. Working without proper lighting at night hours
63. Smoking in unauthorized areas
64. Eating in unauthorized areas

65. Not donning proper PPE in required areas
66. Working in high wind conditions
67. Improper lifting techniques
68. Poor body mechanics
69. Inattention to work environment
70. Open desk and cabinet doors
71. Standing on desks and swivel chairs
72. Doing detail work or working while taking drugs
73. Working under the influence of drugs or alcohol
74. Reaching past arm length
75. Vision block by boxes. Carrying or transporting materials by hand
76. No tie off of power tool equipment at working heights 6'+
78. Repetitive motion/repeated trauma
79. Pointing guns at people in security lock downs
80. Running in hallways
81. Horseplay
82. Games, Horse-shoes, basketball, flag football
83. Playing with snakes, bugs and other things that bite or sting
84. Moving objects that are to heavy for one person
85. Jumping on or walking on equipment
86. Walking in front of moving vehicles [J-walking]
87. Working in confined space with gas operated equipment
88. Working in trench 15' foot or deeper with no egress ladder or shoring
89. Working at 6' + with no fall protection
90. Working on roof with safety line tied to vehicle bumper
91. Standing at bucket level over trench as equipment is back filling trench
92. Crawling into a pipe to retrieve tools 60 yards from opening
93. Working off of a metal ladder in a lighting storm
94. Jumping GSA vehicles over ditches
95. Jumping off roof at 6 to 8 feet onto hard road way surface
96. Lifting materials overhead with forklift and load not tied down
97. Working at loading docks with guard rails removed
98. Tossing sharp pointed tools, and light bulbs up to employees on ladders
99. Ridding in back of vehicles [pick-up]
100. Not using chocks on vehicles when loading, unloading or parked
101. Push-pins and tacks in open desk spaces [finger injury]
102. Spotters holding loads on fork lift operations
103. Overreaching on ladder for materials
104. Working in self locking cargo shed with door not blocked open
105. Transporting acetylene bottles horizontal

PM Number	PM Number	PM I1.07 Std	Kaiser-Hill
I1.07 Std	I1.08 Strch	Max Fee: $4,000	Performance Measure
		PM I1.08 Strch	FY-95 4th Quarter
FACTUAL MEASUREMEN		Max Fee: $15,000	ORKSHEET

VALUE ADD#: Ensure funding allocations and safety considerations are based on rank ordered risks

MEASUREMENT: Achieve standard goal of identifying 50% of baseline hazards. Achieve the stretch goal identifying 100% of baseline hazards.

SOURCE OF DATA: Prior inspections, occurrence reporting system (ORPS) documents, Plant Action Tracking Systems (PATS), ISAs, PHAs, BIOs, and OSHA baseline survey results.

WHO GATHERS AND UPDATES CHARTS: Kaiser-Hill

FREQUENCY OF REPORTING: Quarterly

VOLUME PER MONTH:

DESCRIPTION/DELIVERABLE: A compilation by building that includes a Facility Hazard Identification Check Sheet (26 Hazards) and Facility Hazard Description Sheet (sample attached for Building 444.)

HOW IS COMPLETION VERIFIED: DOE RFFO to review Kaiser-Hill compilations provided.

RECOMMENDATION: None

DEFINITIONS: Baseline Hazards: Hazards associated with baseline (storage, maintenance, and surveillance) activities. Baseline hazards do not include hazards associated with mission (risk reduction) activities.

PAYMENT SCHEDULE: Payment of fee will be annually after receipt, review and approval by the RFFO responsible manager, including field verification, of the final FY95 quarterly report.

FEE (if applicable)

Standard: Hazard baseline surveys completed for the Building 123, 125, 126, 334, 374, 428, 440, 442, 444/447/448/450/451/455 449, 462, 559, 569, 666, 705, 774, 790, 865/868/867 881/881F/885 883/879, 884, 889, 891, 903A, 952, 964, 966, 968, 980

Stretch Hazard baseline surveys completed for the Buildings 371, 771, 776/777, 779.

Fee: Linear slope. 25% of stretch fee for each building listed in the stretch fee (above).

DOE RFFO

K-H

DOE ADVOCATE:

Building 444 Facility Hazard Identification Check Sheet.

Hazard	Yes/No	Hazard	Yes/No
1. High Voltage	Yes	14. High Intensity Magnetic Fields	Yes
2. Explosive Substances	No	15. Effects of Chemical Exposures	Yes
3. Cryogenic Systems	Yes	16. Toxic, Hazardous, or Noxious Material	Yes
4. Inert and Low-Oxygen Atmospheres	Yes	17. Inadequate Ventilation	No
5. Direct Radiation Sources	Yes	18. Material Handling	Yes
6. Radioactive Materials	Yes	19. Ambient Temperature Extremes	No
7. High Noise Levels	Yes	20. Working at Heights	No
8. Flammable Gases, Liquids, and Dusts	Yes	21. Pesticide Use	No
9. Compressed Gases	Yes	22. Lasers	Yes
10. High Temperature and Pressure Systems	Yes	23. Inadequate Illumination	Yes
11. Kinetic Energy	Yes	24. Biohazard	Yes
12. Potential Energy	Yes	25. Unknown or Unmarked Materials	Yes
13. Non-Ionizing Radiation Sources	Yes	26. Any Other Hazards	Yes

Team Leader: P. Steneck

Building 444 Facility Hazard Description Sheet.

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
1. HIGH VOLTAGE						
A. 13.8-kV service	Six	Five 13.8-kV/480-V and one 13.8-kV/2,400-V 3-phase transformers. Distribution switchgear, MCCs.	Standard enclosures, metal cases.	Four in Room 10, one in Room 8, and one located outside at the northwest corner of the Building 444.	Standard enclosures, area posted, physical control by padlocks, and administrative controls. The transformer that is located outside is protected by a chain link fence. Qualified service personnel.	Standard industrial hazard.
B. 2.4-kV switchgear, vacuum arc melters in Building 447	One.	Power distribution panel, large vacuums arc melters.	Standard enclosures, metal cases.	Rooms 10 (switchgear) 405, 405B (melters), Building 447 east dock (MCCs)	Standard enclosure, access controlled by padlock and administrative control. Busses enclosed.	Standard industrial hazard.
2. EXPLOSIVE SUBSTANCES	None.					

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
3. CRYOGENIC SYSTEMS						
A. Nitrogen storage tanks, Building 444	Three.	1. Exterior vertical double shell bulk storage tank with an integral evaporator coil. Size is approximately 6 feet diameter by 12 feet high. Full at 100 inches water gauge, equal to 250,680 standard cubic feet. 2. Same type of tank, no evaporator, 135,300 standard cubic feet when full. 3. Same type of tank, no evaporator, approximately 4 feet in diameter by 10 feet high.	All three are standard enclosures, double shell tanks.	1. Tank is located on the north side of the facility just west of Door 32. 2. Tank is located on the southeast side of the facility, exterior and on the east wall of Room 109A. 3. Tank is located on the south side of the facility, just east of door 11T.	Standard design, controls and procedures for handling, no PPE at tanks, no KE barriers. Tanks 2 and 3 appear to be out of service.	All three represent standard industrial hazards.
B. Argon storage tank	One.	Exterior vertical double shell bulk storage tank with an integral evaporator coil. Size is approximately 6 feet in diameter by 10 feet high.	Standard enclosure, double shell tank.	North face of Building 445.	Standard design, controls and procedures for handling, no PPE at tank.	Standard industrial hazard. A waste refuse dumpster is located within 24 inches of the vaporizer coil.
C. Portable liquid nitrogen dewars utilized inside of the building	Over 20.	Approximately 30 inches in diameter by 4.5 feet high.	Carbon steel outer vessel, stainless steel inner vessel insulated by a vacuum. Cart mounted.	Room 109A.	Standard dewars, equipped with a relief valve. PPE and procedures used when handling. Dewars are out of service and do not exhibit signs of use.	Standard industrial hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
4. INERT AND LOW-OXYGEN ATMOSPHERES						
A. Tanks, sumps, and pits	Various.	Large tanks with manhole access ports, in-floor waste sumps, and lined pits covered by deck plate.	Carbon steel and fiberglass tanks, lined concrete pits. Some of the pits are not in use unless authorized by facility operations.	Rooms 1 and 10.	Tanks, sumps, and pits are covered and posted as confined spaced. Special requirements, testing, training, and equipment required for entry.	Standard industrial hazard.
B. Manufacturing equipment (vacuum furnaces)	Eight.	Large vacuum furnaces.	Air-tight, carbon-steel enclosures, some equipped with sight glass ports for internal viewing.	Room 201.	Areas around the furnace hatches are posted, in addition to the use of other administrative controls.	Standard industrial hazard.
5. DIRECT RADIATION SOURCES						
A. NDT radiography X-ray machines	Four.	Standard X-ray generating head-mounted to a scissors platform suspended from a bridge crane mounted on rails in shielded rooms.	Standard manufacturer's enclosure with liquid-cooled head. Liquid-based heat exchanger and power supply located in the room, control panel located outside of the room. Control cables routed in a shielded raceway system.	One each in Rooms 139 and 143D, two in Room 143C.	Administrative control, door position interlocks, two emergency power cut-off switches, two gamma detectors and alarm horn (sounds when door closes) inside each cell. One person in cell is required to have a pocket chirper, (an electronic alarming radiation detection). Heavy concrete shield walls, shielded doors, labyrinth-type entries.	Standard industrial hazard. All equipment is out of service. There are no plans to use any of the equipment. Some of the cells (Room 139) are being converted to drum storage.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
5. DIRECT RADIATION SOURCES (cont.)						
B. Electron-beam welders (EBWs)	Two.	Typical EBWs rated output is 60 to 150 kV at 0 to 50 mA. X-rays are produced upon electron beam striking material. Machine input is 440 V, 3-phase, 36 kVA at 60 cps.	Standard manufacturer's cabinet. Shielded welding area. Computer controlled. The EBW is equipped with a vacuum and diffusion pump for operation at vacuum.	Room 101 H and Building 447, Room 406.	Equipment is out of service. Standard enclosures, area posted, physical controls by interlocks, administrative controls by procedures. OSA posted at each machine. Dosimetry required during operation. Allowable dose rate not to exceed 0.5mrem/hr at the surface of the enclosure.	Standard industrial hazard.
C. Sealed sources	32	Sealed sources used for radiography, industrial hygiene, and to check and calibrate radiation detection equipment.	Standard sealed sources.	Most of the higher Curie sources are associated with NDT and are located in Room 139. Others are assigned to RPTs and III.	Sources are sealed. High-energy sources stored in heavily shielded areas. Dosimetry and dose minimization required. Administrative controls fully implemented.	All of the sources are listed as active. None of the sources exceed Appendix C Category 3 threshold limits, including the summarization of the specific isotope.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
6. RADIOACTIVE MATERIALS A. Depleted uranium, uranium oxide	Over 100 tons.	Most of inventory is billets. Also metal parts, scrap, cuttings, and oxide from chip roaster.	Billets placed on pallets. Scrap and oxide stored in drums. Parts stored in plastic bags.	Buildings 444 and 447.	One area is physically locked. All areas are posted. Majority of material is in non-dispersible form. Dosimetry, PPE, and training required for area entry.	Other isotopes may be present. Area posted as a high radiation area with radiation levels ranging from 100 to 145 mrem/hour. Another area posted with radiation levels ranging from 100 to 124 mrem/hour. The field for an area in Building 447 was posted .1 to 40.1 mrem/hour. This quantity exceeds Category 3 threshold for U238.
7. HIGH NOISE LEVELS A. Utility area, Room 1	Six.	Three vacuum blowers (two designated house vacuum and one for industrial hygiene) and three large Joy reciprocating air compressors.	Standard equipment configuration.	Room 1.	Area posted as high-noise area, hearing protection required. Administrative controls require personnel to use PPE.	Standard industrial hazard. PPE supplies were not in the area.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
8. FLAMMABLE GASES, LIQUIDS, AND DUSTS						
A. Acetylene	Two.	Acetylene gas bottles used in conjunction with oxygen for welding.	Standard size welding tanks, cart-mounted with regulators, hoses, etc.	Rooms 116 and 10 (pipe fitters shop).	Standard set-up (cart, regulators, etc.), administrative practices (e.g., cylinders turned off when not in use), and PPE.	Room 116 acetylene bottle is capped. Welding apparatus represents a standard industrial hazard.
B. Hydrogen generated by battery charging stations	Five areas.	Gaseous hydrogen is generated by the wet-cell battery charging operation.	None.	One charging station in Building 445, north wall; one located in Room 205, Building 444, north wall; two large 12V batteries (UPS station) in Room 245C; 103 batteries UPS station) in Room 13; and the starting batteries associated with the emergency diesel generator in Building 427. Building 445 and Room 205 in Building 444 are charging stations for forklifts, etc. The other two rooms (245C and 13) are UPS stations.	Physical configuration and facility systems (HVAC airflow dissipation of gases and standard equipment charging systems and connective features). Hydrogen gas is readily dissipated. Administrative controls present. Areas are posted. Fire suppression systems.	Equipment in Room 245C is in a deteriorating condition. No explosion-proof features are used in any of the areas. Battery maintenance represents a standard industrial hazard.
C. Alcohol, PVC solvents, other misc. chemicals, paints.	Approx. 10 cabinets at 45 to 60 gallon capacity.	Metal containers one gallon or less, 12 16-ounce spray cans stored in flammables storage cabinets.	Materials are stored in flammable storage cabinets.	Rooms 9, 180C, and 179. Three 45-gallon cabinets in 449.	Flammable materials are stored in their respective containers, which are stored in flammable storage cabinets. Fire suppression systems.	Standard industrial hazard. Combustible liquids are also stored in many of the flammable cabinets.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
8. FLAMMABLE GASES, LIQUIDS, AND DUSTS (cont.)						
D. Natural gas	Utility service to various rooms in Building 444 and 445.	Natural gas lines are painted yellow. Service entrance is outside on the north wall of Building 444. System is locked out due to faulty regulator.	Carbon steel gas pipe.	Service entrance is outside on the north face of Building 444. Principal use areas are Building 445 (service is locked-out) and Room 125 of Building 444 for the heat treating furnaces.	Standard design and construction. Standard paint scheme with unique site use yellow color. Service is currently locked-out due to a faulty regulator. There are no immediate plans to repair the system.	Standard industrial hazard.
9. COMPRESSED GASES						
A. Gases other than those mentioned in Items 3 and 8 include argon, helium, and nitrogen	Fewer than 50.	Standard sized gas bottles, 350 cubic feet, 2,000 to 2,500 psi.	Standard compressed gas bottle, carbon steel construction.	Various.	DOT standard cylinders. All gas bottles properly restrained. Caps in place on bottles not in service. Bottles in service equipped with regulator and valved as required. Administrative procedures are used during transport and hook-ups.	One gas bottle was not labeled (see item 26). Others represent standard industrial hazards.
B. Plant air, instrument air receivers, and piping	Four receivers.	Various sizes up to 3 feet in diameter by 6 to 8 feet tall.	Painted carbon steel tanks.	Rooms 1, 260, 148D, and 204.	Standard design, controls, relief valves and interlocks. ASME Code standard.	Standard industrial hazard.
C. Carbon dioxide fire extinguishing system	Six cylinders.	CO_2 fire extinguishing system used to protect the emergency diesel generator. CO_2 cylinders, three main and three reserve, 75 pounds each.	Standard configuration, CO_2 bottles manifolded together.	Bottles are located in a small shed on the west side of Building 427.	DOT standard design, controls and procedures for handling.	Standard industrial hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
10. HIGH TEMPERATURE AND PRESSURE SYSTEMS						
A. Heat treating furnaces	Six.	Heat treating furnaces, maximum temperature 2,300°F.	Standard insulated metal bodies.	Room 125.	Standard equipment, fire protection, PPE, OSA 444-031 governs heat treating operations. Natural gas supply is out of service.	Standard industrial hazard.
B. Vacuum induction furnaces	Eight large casting furnaces and multiple smaller units.	Eight large furnaces (approximately 5 feet in diameter and 10 feet high).	Air-tight, carbon steel enclosures, equipped with sight glasses for internal viewing, integral heating and cooling coils inside equipment.	Rooms 201, 104, and 109A of 444, Room 403.	Standard enclosures, physical and electrical interlocks, administrative controls and procedures including OSAs. Units are permanently out of service.	Standard industrial hazard.
C. Welding stations (TIG/MIG welders and EBWs)	Six.	Stand-alone welders typically powered by 480-V circuit. Welding receptacles located throughout the facility.	Standard configuration.	Rooms 101H, T101A, 104A, 109A, 10, and 406.	Standard enclosures and tooling (electrode tips, insulation, ground clamps, etc.). EBNs are permanently out of service.	Standard industrial hazard.
D. Burst chamber	One.	A burst chamber is used to test parts, up to 30,000 psi.	Custom designed and constructed. Equipment is posted as out of service.	Rooms 408 and 408A.	Physical and administrative controls are present. Equipment is no longer in service. Small volumes in system.	Standard industrial hazard.
E. Leak test system	One.	Leak test system capable of pressures to 30,000 psi.	Leak test cell is behind a vault type blast door. High-pressure pumps are located behind the cell in room T103.	Rooms T101A and T103.	Equipment is out of service. Testing occurred in blast vault. No large pressure vessels are in the system.	Standard industrial hazard.

DE-AC34-95RF00825
M014
ATTACHMENT 2

Kaiser-Hill

Performance Evaluation Plan
FY-95 Fourth Quarter

Manager: *G. M. Voorheis* Perfc PM C1.01 Strch

PM Number
C1.01 Strch

Max Fee: **$116,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-CP-1) Complete venting of 1,182 at-risk residue drums (2,045 total in FY'95).

Contract Officers Representative

L. W. Smith

Performance Metric

This task involves venting 2045 of the highest risk category drums. Work will be performed in Buildings 371 and 776.

Completion Documentation

A memorandum from the SSOC Residues Program Manager documenting task completion.

Payment Method (Stretch only)

Not Applicable

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis* Perfo PM C1.03 Std gram

PM Number
C1.03 Std

Max Fee: **$77,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-CP-3) Complete Brushing & Inspection of HSP 31.11 Items (54)

Contract Officers Representative

L. W. Smith

Performance Metric

54 items remain which are part of the HSP 31.11 statistical sampling plan. Items from B371 vaults, 371 S/R, and 779 vaults must be moved to B707 where they will be inspected, brushed, and repackaged if necessary. The brushings will be thermally stabilized.

Completion Documentation

1. Letter from B707 Operations stating that all items are inspected, brushed and repackaged (if required).
2. Letter from B707 stating that the brushings from items which were in contact with plastic have been thermally stabilized.

Payment Method (Stretch only)

Not Applicable

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/10/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number
C1.04 Std

F CD PM C1.04 Std
Max Fee: **$19,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STD-1) Remove 50% of Cat. I & II SNM items remaining in B991 after 7/1/95.

Contract Officers Representative

L. W. Smith

Performance Metric

As of July 1, 1995, there were 23 of the subject items in Bldg. 991. Successful completion of this activity will be achieved when 12 of the 23 items are removed from Building 991.

Completion Documentation

A report from SNM Material Management that details disposition of the items.

Payment Method (Stretch only)

Not Applicable

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/11/95

Contract Officers Representative _____ Date 8-15-95

Manager: *G. M. Voorheis* Per. PM C1.02 Std Max Fee: **$77,000** ogram

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

PM Number
C1.02 Std

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-CP-2) Repackage 85 items in contact with plastic (222 total in FY'95) remaining after 7/1/95 and disposition of 1 SKULL Drum

Contract Officers Representative

L. W. Smith

Performance Metric

85 plutonium items currently stored in contact with plastic must be moved from vault storage in Building 771 (72 items) and Building 371 (13 items) to Building 707. The material will then be brushed, the resulting plutonium oxide thermally stabilized, and the plutonium properly repackaged.

Completion Documentation

1. Letter from B707 Operations stating that all items are brushed and repackaged.
2. Letter from B707 stating that the brushings from items which were in contact with plastic have been thermally stabilized.
3. The disposition of the Skull drum is completed. Letter from B707 Operations documenting disposition and showing the results of the thermal stabilization is adequate documentation.

Payment Method (Stretch only)

Not Applicable

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-11-95

Manager: *G. M. Voorheis*

PM Number
C1.05 Strch

PM C1.05 Strch
Max Fee: **$39,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-1) Remove 100% of Cat. I & II SNM items remaining in B991 after 7/95

Contract Officers Representative

L. W. Smith

Performance Metric

Remove the 11 items remaining after the July 3, 1995 move from Building 991.

Completion Documentation

A report from SNM Material Management that details disposition of the items.

Payment Method (Stretch only)

9.0% of fee will be paid for each of the first ten items, and 10 % of the fee will be paid for the last item.

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number
C1.06 Strch

Perf PM C1.06 Strch
Max Fee: **$39,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-2) Demonstrate 1000° C Thermal Stabilization Furnace Capability in Bldg. 707

Contract Officers Representative

L. W. Smith

Performance Metric

Thermally stabilize ≥1 Kg of plutonium oxide in furnace J-25.

Completion Documentation

A completed thermal stabilization traveler for one run at 1000∞C

Payment Method (Stretch only)

Not Applicable

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number
C1.10 Strch

PM C1.10 Strch 1
Max Fee: **$116,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-3) Drain 3 LL tanks in Bldg. 771

Contract Officers Representative

L. W. Smith

Performance Metric

Three low level tanks in Building 771 will be drained (operationally empty). This activity was halted in October 1994. A contractor ORR was completed in June 1995. Tanks will be drained following DOE authorization.

Completion Documentation

A memorandum from the SSOC Liquid Stabilization Program Manager documenting task completion.

Payment Method (Stretch only)

30% of fee will be paid for each of the first two tanks drained, and 40 % of the fee will be paid for the last tank drained.

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officer's Representative _____ Date 8-15-95

Manager: *G. M. Voorheis*

PM Number

C1.11 Strch

PM C1.11 Strch

Max Fee: **$39,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Kaiser Hill Goal:

Consolidate SNM in B371 and shrink the protected area by the end of FY00.

Performance Measure:

(SMM&I-STR-4) Place 5 PCM-2 into service.

Contract Officers Representative

L. W. Smith

Performance Metric

This activity involves the installation of five PCM-2 devices into Buildings located within the Protected Area.

Completion Documentation

A letter from John McKibbin (SSOC) to Gary Voorheis (K-H Co.) confirming the completion of this activity.

Payment Method (Stretch only)

Full Payment = $38,741

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/15/95

Contract Officers Representative _____ Date 8-15-95

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
10. HIGH TEMPERATURE AND PRESSURE SYSTEMS (cont.)						
F. Steam system	N/A	Steam is present in the facility for hot water heating and direct use unit heaters.	Insulated carbon steel pipes (6-inch main supply, 125-140 psi), condensate receiver, etc.	Steam piping is mainly located in Room 182. Other locations include Room 1 for hot water heating.	Standard design, construction, insulation and labeling. Areas and equipment are posted as to thermal hazard.	Standard industrial hazard.
G. Hydraulic elevators	Two.	Three-story elevators that provide service between the basement and second floor.	Standard commercial configuration hydraulic equipment located in an adjoining room on the first floor.	Rooms 7 and 10.	Standard configuration, controls and inspection requirements. Physical controls and interlocks (mechanical and electrical). Non-compressible media.	Standard industrial hazard.
H. Vacuum arc melters	Two.	Large vacuum-electric arc furnaces, 2,400-V power supply.	Arc occurs in closed crucibles.	Rooms 405 and 405B.	Equipment is currently out of service. Newer unit may be restarted in the future. High-temperature areas are enclosed. Operation is from a separate room, in accordance with OSA.	Standard industrial hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
11. KINETIC ENERGY						
A. Manufacturing and plant support equipment.	Various.	Machining equipment, lathes, mills, and automated work centers, multi-axis machining centers, air compressors, etc., including vertical type milling machines with spindles speeds up to 55,000 rpm.	Standard manufacturers' enclosures, metal cages, guards and screens, floor mounted and secured.	Machining equipment located throughout the first floor machining area (Rooms 116, 117, 148, 180, 181, 106, 107, and 101).	Standard enclosures and machine guards. Machine interlocks (mechanical and electrical) present. Administrative controls, procedures, postings, etc., are present. Most equipment is out of service.	Standard industrial hazard.
B. Vehicular traffic - outside	Various.	Delivery trucks, tractor trailers, etc.	N/A.	All areas around the building.	Limited use of KE barriers. Training, liscensing, enforcement, signage and markings.	Standard industrial hazards.
12. POTENTIAL ENERGY						
A. Compressed gases	See Item 9.					
B. High pressure systems	See Item 10.					
13. NON-IONIZING RADIATION SOURCES						
A. Welding equipment, i.e., TIG, metal inert gas, gas tungsten arc, and oxygen-acetylene	Fewer than 12.	Portable welding equipment.	Standard equipment arrangement.	Distributed throughout the first-floor area.	Administrative controls (procedures, etc.) to place barriers (welding curtains) to protect personnel in addition to requirements for use of personal protective equipment.	Standard industrial hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
13. NON-IONIZING RADIATION SOURCES (cont.) B. Electron-beam welders (EBWs)	Two.	Large custom machine configurations, generally construct to fit the space of the room. Operating potential is 150 kV and 30 mA maximum.	Metal enclosures, analog and digital control panels.	Room 406 in Building 447, and Room 1011I (south) in Building 444.	Machines are out of service and locked out with no future use envisioned.	Standard industrial hazard.
14. HIGH-INTENSITY MAGNETIC FIELDS A. Electromagnetic chucks of surface grinders	Seven.	Electromagnetic chucks are used to hold carbon steel pieces to the table during grinding operations. The largest chuck measures 30 inches by 48 inches.	Standard machine component.	Room 148A, Building 444.	Magnetic field is electrically switched. No known hazard to health.	Standard industrial hazard.
15. EFFECTS OF CHEMICAL EXPOSURES A. General industrial chemicals	See notebook reference section.	Paints, thinners, cleaners, solvents, industrial chemicals.	Drums, cans, bottles; primarily manufacturers' packaging. Flammables in flammable storage cabinets.	Buildings 444 and 449.	SPCC equipment, procedures, chemical tracking, warning labels, ventilation, HAZCOM Program, III monitoring, PPE as needed.	Standard industrial hazard. Quantities in excess of Appendix B RQs are covered in Item 16. Some of the compressed gases (see Item 9) pose asphyxiation hazards.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
16. TOXIC, HAZARDOUS, OR NOXIOUS MATERIALS						
A. RCRA wastes	See Tables 444-2 and 444-3 for maximum inventory.	RCRA wastes in WMUs.	Drums, manufacturer's packaging.	Buildings 444 and 447.	Containers, RCRA procedures, HAZWOPER training, PPE.	Chemicals and quantities are given in notebook reference section. See text for specific information.
B. Beryllium fines less than 100 micron	Over 50 pounds.	Fines from Be vacuum systems.	55-gallon drums with plastic liner.	Rooms 106, 107, vacuum equipment rooms.	Packaging, PPE, monitoring, training, locked storage areas, HAZCOM program.	Exceeds 40 CFR 302 10-pound RQ. Over 50 pounds estimate of less than 100 micron material based on total of 5 drums of granular material.
C. Beryllium chloride	3 pounds.	Excess chemical pending disposal.	Chemical container.	Room 201.	Packaging, PPE, training, HAZCOM program. Pending disposal.	Exceeds 40 CFR 302 1-pound RQ.
D. Cupric chloride	46 pounds.	Excess chemical pending disposal.	Container inside disposal drum.	Room 203.	Packaging, PPE, training, HAZCOM program. Pending disposal.	Exceeds 40 CFR 302 10-pound RQ.
E. Sodium chromate	225 pounds.	Excess chemical pending disposal.	Product container.	Room 201.	Packaging, PPE, training, HAZCOM program. Pending disposal.	Exceeds 40 CFR 302 10-pound RQ.
F. Chloroform	13 pounds.	1-gallon liquid.	Product 1-gallon container.	Building 449 flammable cabinet.	Packaging, ventilation, PPE, HAZCOM program.	Exceeds 40 CFR 302 10-pound RQ. Used to weld plexiglass.
G. Calcium hypochlorite (65 percent)	45 pounds.	Pellets, Nalco 2590.	Plastic 45-pound bucket.	Building 444 basement.	Container, pellet form, PPE, HAZCOM Program.	Exceeds 40 CFR 302 RQ of 10 pounds.
17. INADEQUATE VENTILATION	None.					

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
18. MATERIAL HANDLING						
A. Cranes and overhead hoists	Various.	Bridge and monorail cranes, jib and fixed hoists, etc. Wire rope or chain type.	Standard hoisting and rigging hardware and components.	Throughout the facility.	Standard designs, controls, configurations, certifications and inspections, etc. All hoists were locked-out, mostly pending certification.	Standard industrial hazard.
B. Forklift, pallet jacks and drum handling operations.	Various.	Material handling devices used throughout the building for moving parts, bins, scrap, etc.	Standard equipment configuration.	Various.	Standard configuration and arrangements. Physical and administrative controls.	Standard industrial hazard.
19. AMBIENT TEMPERATURE EXTREMES	None.					
20. WORKING AT HEIGHTS	None.					
21. PESTICIDE USE	None.					
22. LASERS						
A. Laser-based part number etching machine	One.	Laser system enclosed in a locked room. Controls are located outside of the room.	Standard enclosure, custom fixtures and room, beam path enclosed during operation.	Room 101R.	Room is locked. Equipment is out of service.	Standard industrial hazard. No signs were posted as to equipment status it was not evident that the system is locked-out.
B. Laser-based part measuring and inspection systems	One.	The machine was disassembled and packaged on a pallet. Personnel have no intentions of using this equipment.	N/A	Room 139.	System is totally disassembled. No future use is planned.	No hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
23. INADEQUATE ILLUMINATION						
A. Photography darkroom	One.	Standard industrial darkroom. There were no operable lights. Room could not be inspected.	N/A	Room 143J.	N/A	
24. BIOHAZARD						
A. Sanitary sewer system	One system.	Piping, vents, lift station.	Pipes.	Throughout.	Isolated from human contact.	Standard industrial hazard.
25. UNKNOWN OR UNMARKED MATERIALS						
A. Gas bottle	One.	Small gas bottle (approximately 4 inches in diameter by 14 inches long) attached and connected to an out-of-service laboratory hood.	Standard bottle.	Northwest corner of Room 203, on the west wall of the laboratory hood.	None. Bottle is piped to the hood.	A plant phone number was listed on the bottle. A phone call to that number did not reveal any information concerning the gas bottle or its contents.
B. Excess chemicals	See excess chemical inventory.	See excess chemical inventory.	Varies.	See excess chemical inventory.	Containers; RCRA handling, analysis, disposal procedures; HAZWOPER training; PPE.	To be disposed of.
26. ANY OTHER HAZARDS						
A. PCB contamination	Two areas.	PCB signs are posted indicating ground contamination.	N/A	Signs are located on both sides of the asphalt dock access to Building 447 on the east side of Building 448.	Administrative control. Area is posted warning of contamination with instruction to prevent disturbance of the soils in that area.	Standard industrial hazard.

Building 444 Facility Hazard Description Sheet (cont.).

Hazard/ Energy Source	Quantity on Hand	Form/ Description	Packaging	Location	Preventive & Mitigative Features	Remarks
26. ANY OTHER HAZARDS (cont.)						
B. Combustible loading	Tons.	Stacks of plastics, including PVC, polyethylene, acrylic; carbon blocks and shapes.	None.	Building 445.	No flammables in building. Fire telephone and fire extinguisher present.	Standard industrial hazard. No fire sprinkler system. Building not normally occupied.
C. Diesel fuel	575 gallons.	Liquid fuel.	Steel outside tank. Inside 75-gallon tank.	Building 427.	Standard design CO_2 fire suppression system. Building unoccupied.	Standard industrial hazard.

PM Number
I1.09 Std

PM Number
I1.10 Strch

PM I1.09 Std
Max Fee: $12,000
PM I1.10 Strch
Max Fee: $27,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

FACTUAL MEASUREMENT :KSHEET

VALUE ADD#: Integrating Objective #1(I1)
Ensure that subcontractors meet minimum qualifications for work at the site and that they have a qualified and verifiable ES&H program.

MEASUREMENT: Standard: Audit 75% of existing EG&G site subcontractors during transition and eliminate those with unsatisfactory ES&H records and programs. Validate programs of remaining contractors and complete formal review of safety performance.

Stretch: Audit 100% of existing site subcontractors during transition and eliminate those with unsatisfactory ES&H records and programs. Validate programs of remaining contractors and complete formal review of safety performance.

SOURCE OF DATA: Occurrence Reporting System (ORPS, Computerized Accident/Injury Reporting System (CAIRS), training maintenance records, historical contractor oversight records, OSHA citations, program reviews, and employee interviews.

WHO GATHERS AND UPDATES CHARTS: NA

FREQUENCY OF REPORTING: One-time deliverable

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE: Report of audit results summarizing what records were reviewed, what trends or related deficiencies were identified, significance of deficiencies, and what actions (if any) are planned for each sub-contractor. Report will show minimum review of documents listed in "Source of Data," contract performance notes, and historical records.

HOW IS COMPLETION VERIFIED: DOE-RFFO will review final report and compare findings to internal sub-contractor interaction and notes.

RECOMMENDATION: K-H should utilize all records and employee historical input available to ensure comprehensive review of sub-contractors' performance.

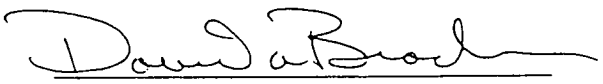
DEFINITIONS: Safety and Health Performance - Includes, but is not limited to, incident and severity rates for recordable injuries and illnesses, equipment damage reports, occurrences, and pro-active programs implemented over the term of their work at RFETS.

Unsatisfactory ES&H Programs and Records - Non-compliance with OSHA standards and DOE Orders; incident rates exceed industry standards for identified SIC code.

PAYMENT SCHEDULE: Payment of fee will be ~~annually~~ at end 4QFY95 after receipt, review and approval by the RFFO responsible manager, including optional field verification, of the final FY95 quarterly report.

Payment will be linear for performance between standard and stretch measures

FEE (if applicable)	GOAL	FEE
Standard:	Complete audits of 75% of existing EG&G site contractors and eliminate those with unsatisfactory ES&H records and programs by 7-31-95	
Stretch	Complete audits of 100% of existing site contractors and eliminate those with unsatisfactory ES&H records and programs by 7-31-95 Validate programs of remaining contractors and complete formal review of safety performance by 9-30-95	



DOE RFFO

K-H

DOE ADVOCATE: David A. Brockman

PM Number I1.12 Std | PM Number I1.13 Strch | PM I1.12 Std Max Fee: $12,000 | PM I1.13 Strch Max Fee: $27,000 | Kaiser-Hill ormance Measure 05-4 Quarter

FACTUAL MEASUREMENT RKSHEET

VALUE ADD#: Attain VPP STAR status.

MEASUREMENT:

Standard: Complete a baseline OSHA survey in major facilities by the end of FY95 and disposition 75% of the Risk Assessment Code (RAC) 1 deficiencies as they are identified in OSHA surveys.

Stretch: Complete baseline OSHA survey in major facilities by end of FY and disposition all RAC 1 deficiencies as they are identified.

Performance Indicators:

PI1: Percentage of major facilities baselined as identified in written report.
PI2: Percentage of baselines completed according to criteria as defined below (all or none for each baseline).
PI3: Percentage of RACs properly characterized.
PI4: Percentage of RAC 1s satisfactorily dispositioned.

Formula for combining Performance Indicators:

$ = (WF1XPI1) + (WF2xPI2) + (WF3xPI3) + (WF4xPI4)

Where:
$=% of Incentive Fee for this Performance Measure
WF = Weighting Factor for each performance indicator
WF1 = 10%
WF2 = 65%
WF3 = 20%
WF4 = 5%

SOURCE OF DATA: Kaiser-Hill

WHO GATHERS AND UPDATES CHARTS: NA

FREQUENCY OF REPORTING: One-time deliverable.

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE: OSHA baseline survey reports. RAC assignment methodology. A list of RAC assignments. Funding allocations and schedule for RAC1 abatement.

HOW IS COMPLETION VERIFIED: DOE RFFO is to review OSHA baseline survey reports to verify that they were completed for all major facilities and performed according to agreed upon criteria. The OSHA baseline survey is to be conducted in accordance with the criteria referenced in Section H.21.b of the DOE RFFO-Kaiser-Hill contract applicable to facilities and work being performed, and is to include historical information, walkthrough surveys. The baseline survey is to identify and evaluate occupational safety and health hazards and controls. DOE RFFO to perform walkthrough surveys of 10% of major facilities to verify that no hazards were missed and appropriate standards were applied. DOE RFFO to review RAC assignment methodology to verify that appropriate methodology was used. DOE RFFO to review RAC assignments (100% of RAC 1s, 25% of RAC 2s, 25% of RAC 3s, and 10% of RAC 4s (only if problems are found in assigning RAC 2s and 3s). DOE RFFO to review funding allocations and abatement schedule for RAC 1s to verify disposition.

RECOMMENDATION: Kaiser-Hill to review and comment on inclusion/non-inclusion of Building 444, 906 and 991.

DEFINITIONS: Major Facility - Includes all areas where work is being done to meet the three critical mission and one critical support objectives, areas within the same building and other building that are needed to support this work, and areas where work is not being done but some review criteria needs to be established to determine if a baseline is needed. Major site facilities are 124, 130 Warehouse, 331 Garage, 334 Maintenance Shop, 371/374, 443, 460, 551, 559, 566, 664, 707, 771/774, 776/777, 778, 779, 865, 881, 883, 886, and 995.

Disposition - Identification and funding, along with schedules(s), with reasonable assurance of completion.

Risk Assessment Code (RAC) - Codes assigned by one of the methods established by OSHA, the National Safety Council, DOE Order 5483.XX, or an equivalent method.

OSHA Baseline Survey: Conduct a physical (material) survey of the major facilities to identify safety and health (OSHA) deficiencies requiring corrective or compensatory measures.

PAYMENT SCHEDULE: Payment of fee will be annually after receipt, review and approval by the RFFO responsible manager, including optional field verification, of the final FY95 quarterly report.

FEE (if applicable)

Standard:	Complete baseline OSHA survey in major facilities by 9-30-95. Disposition of 75% of RAC 1 deficiencies by 9-30-95.
Stretch	Complete baseline OSHA survey in major facilities by 9-30-95. Disposition of all RAC 1 deficiencies by 9-30-95.

DOE RFFO

K-H

DOE ADVOCATE:

PM Number	PM Number	-	PM I1.14 Std	PM I1.15 Strch
I1.14 Std	I1.15 Strch	-	Max Fee: $12,000	Max Fee: $27,000

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD#: Eliminate criticality safety procedural infractions.

MEASUREMENT: Reduce occurrence of new potential criticality safety procedural violations and reduce the backlog of open criticality safety infractions.

SOURCE OF DATA: Kaiser-Hill potential criticality infraction reports (lagging, leading, and preventive) and backlog report (new)

WHO GATHERS AND UPDATES CHARTS: Kaiser-Hill

FREQUENCY OF REPORTING: Quarterly report showing monthly data for the infraction reports and quarterly backlog report showing data quarterly.

VOLUME PER MONTH:

DESCRIPTION/DELIVERABLE:

Standard: Reduce potential criticality safety procedural infractions by 25%. Reduce backlog of open criticality infractions by 25%. Maintain backlog of open criticality infractions such that no newly identified (since July 1, 1995) infraction is more than a year old.

Stretch: Reduce potential criticality safety procedural infractions by 40%. Reduce backlog of open criticality infractions by 40%. Maintain backlog of open criticality infractions such that no newly identified (since July 1, 1995) infraction is more than 6 months old.

Potential criticality safety infractions found by preventive programs (i.e., NSM 3.12, NSP-010) will be reported but will not be factored into the fee, unless identified by DOE.

Facility personnel will implement corrective actions. Criticality Engineers will work with building personnel to confirm that immediate and long term corrective actions, as applicable, have been performed. Criticality Safety will conduct any additional evaluation required for closeout.

HOW IS COMPLETION VERIFIED: Review of potential criticality infraction chart that contains a lagging index, leading index, and preventive index. Also, review of open criticality safety infraction chart. See attached for examples. DOE will independently validate this by review of ORPs, and discretionary DOE surveillance's of criticality safety requirements.

RECOMMENDATION: None

DEFINITIONS: Potential Criticality safety procedural infraction: As defined by 1-91000-NSM-3.03 Revision 0, Section 3.2 (Criticality Safety Infraction).
Lagging index: Measure of events (Unusual Occurrences as identified by DOE Order 5000.3B) that have occurred.
Leading index: Measure of precursors (Off-Normal as defined by DOE Order 5000.3B) to events.
Preventive index: Measures that positively influence (NSM 3.12, NSP-010) the cause events.
Infraction Baseline: Number of infractions reported by EG&G during transition. The baseline number is 27.
Open criticality infraction: Until the building implements the corrective action and condition corrected and de-posted the infraction is considered to be open.

PAYMENT SCHEDULE: Payment of fee will be annually after receipt, review and approval by the RFFO responsible manager, including optional field verification, of the final FY95 quarterly report.

FEE (if applicable)

Standard: GOAL: Reduce backlog of criticality safety procedural infractions by 25%.
FEE: 100% of goal (50% of fee).
GOAL: No newly identified (since July 1, 1995) criticality infraction open longer than 12 months.
FEE: 100% of goal (50% of fee). Infractions identified by DOE will be paid at 40% of fee.

Stretch GOAL: Reduce backlog of criticality safety procedural infractions by 40%.
FEE: Linear slope. Meets standard goal ((0% of fee). 100% of goal (50% of fee).
GOAL: No newly identified (since July 1, 1995) criticality infractions open longer than 6 months.
FEE: Linear slope. Meets standard goal (0% of fee). 100% of goal (50% of fee). Infractions identified by DOE will be paid at 40% of fee.

K-H

DOE RFFO

K-H

DOE ADVOCATE:

PM Number I1.16 Std	PM Number I1.17 Strch	PM I1.16 Std Max Fee: $4,000 PM I1.17 Strch Max Fee: $15,000	Kaiser-Hill Performance Measure FY-95 4th Quarter

FACTUAL MEASUREMENT WORKSHEET

VALUE ADD#: Reduce incident radiological exposure levels.

MEASUREMENT: Eliminate any incidental internal radiation exposure to any individual which would exceed a cumulative dose of 150 mrem whole body committed effective dose equivalent (CEDE).

SOURCE OF DATA: K-H

WHO GATHERS AND UPDATES CHARTS:

FREQUENCY OF REPORTING: Quarterly

VOLUME PER MONTH:

DESCRIPTION/DELIVERABLE:

Standard: Based on end of quarter special bioassay results, no individual received greater than 150 mrem as a result of an incidental radiological event.

Stretch: Based on end of quarter special bioassay results, no individual received greater than 100 mrem as a result of an incidental radiological event.

HOW IS COMPLETION VERIFIED:
A Quarterly Report to include:

- End of Quarter Special Bioassay Data Summary Report with the calculated CEDEvalues.
- Report of all other Bioassays done that Quarter (routine urine, fecal, lung counts, wound counts). (Hi/Lo)
- Hi/Lo Report of external penetrating dose received by all Rad Workers.
- Current Rad Worker II List (Baselines).

RECOMMENDATION: None

DEFINITIONS: None

PAYMENT SCHEDULE: Payment of fee will be once after receipt, review, and approval by the RFFO responsible manager, including optional field verification, of the final FY96 Quarterly Reports.

FEE (if applicable)

Standard:

Stretch: The proportion of the stretch fee received should be equal to the proportion of the target population (Radiation Worker II qualified personnel for which a baseline bioassay has been determined) that receives <100 mrem.

K-H

DOE RFFO

K-H

DOE ADVOCATE:

PM Number
I1.18 Strch

PM I1.18 Strch
Max Fee: $77,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD#: Integrating Objective #1 (I1)
Nuclear Safety. Develop, implement, and maintain site-wide authorization basis.

MEASUREMENT: Complete authorization basis process improvement team through endorsement and begin implementation

SOURCE OF DATA: NA

WHO GATHERS AND UPDATES CHARTS: NA

FREQUENCY OF REPORTING: One-time deliverable

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE:

Standard: Complete authorization basis process improvement team through endorsement.

Stretch:

HOW IS COMPLETION VERIFIED: A report will be issued and endorse by RFFO and K-H Management

RECOMMENDATION: None

DEFINITIONS: None

PAYMENT SCHEDULE: Payment of fee will be ~~annually~~ at end of 4Q95(FY) after receipt, review and approval by the RFFO responsible manager, including optional verification, of the final FY95 quarterly report.

FEE (if applicable)

Standard: Complete authorization basis process improvement team through endorsement prior to 9-30-95

Stretch: None

DOE RFFO

K-H

DOE ADVOCATE: Patrice McEahem

PM Number
I1.19 Strch

PM I1.19 Strch
Max Fee: $77,000

Performance Measure
FY-95 4th Quarter

FACTUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD#: Integrating Objective #1: (I1)
Regulatory Performance

MEASUREMENT: Complete Regulatory Strategy & Liaison PDIT and develop and publish the implementation plan

SOURCE OF DATA: K-H

WHO GATHERS AND UPDATES CHARTS: NA

FREQUENCY OF REPORTING: NA

VOLUME PER MONTH: NA

DESCRIPTION/DELIVERABLE:

Standard: Published Regulatory Strategy & Liaison PDIT implementation plan

Stretch: None

HOW IS COMPLETION VERIFIED: The implementation plan will be reviewed and endorsed by RFFO and K-H management.

RECOMMENDATION: None

DEFINITIONS: None

PAYMENT SCHEDULE: Payment of fee will be ~~annually~~ at end of YQ95(FY) after receipt, review and approval by the RFFO responsible manager, including optional verification, of the final FY95 quarterly report

FEE (if applicable)

Standard: Published Regulatory Strategy & Liaison PDIT implementation plan

Stretch: None

Dero W Sargent 8/22/95
DOE RFFO

K-H

DOE ADVOCATE: Dero Sargent

PM Number
I1.20 Std

PM Number
I1.21 Strch

Kaiser-Hi
Performance M
FY-95 4th Qua

PM I1.20 Std
Max Fee: $11.000

PM I1.21 Strch
Max Fee: $28,000

FACTUAL MEASUREMENT SELECTION WORKS

VALUE ADD#: Develop, implement and maintain a radiation control program consistent with Kaiser-Hill's vision of being a model site.

MEASUREMENT: Complete all activities necessary to become conditionally compliant (i.e., complete all activites necessary to be complliant except for validation and verification process) with the requirements of 10CFR835, "Occupational Radiation Protection."

SOURCE OF DATA: K-H

WHO GATHERS AND UPDATES CHARTS:

FREQUENCY OF REPORTING:

VOLUME PER MONTH:

DESCRIPTION/DELIVERABLE:

Standard: As identified in the Compliance Status Forms and associated documentation, 95% of requirements in the approved RPP Implementation Plan are conditionally compliant (i.e., full compliance minus validation and verification).

Stretch: As identified in the Compliance Status Forms and associated documentation, 100% of requirements in the approved RPP Implementation Plan are conditionally compliant (i.e., full compliance minus validation and verification).

HOW IS COMPLETION VERIFIED: Review for adequacy the statements of compliance in the Compliance Status Form and Summary Report.

RECOMMENDATION:

DEFINITIONS:

PAYMENT SCHEDULE: Payment of fee will be once after receipt, review, and approval by the RFFO responsible manager, including optional field verification, of the final FY96 quarterly report.

FEE (if applicable)

Standard:

Stretch:
96% conditionally compliant = 20% of the .41%
97% conditionally complaint = 40% of the .41%
98% conditionally complaint = 60% of the .41%
99% conditionally complaint = 80% of the .41%
100% conditionally complaint =. 100% of the .41%

DOE RFFO

K-H

DOE ADVOCATE:

RFETS Compliant Status Form

ARTICLE NO: RECORD NO:

REQUIREMENT NO: SHOULD/SHALL:

CHAPTER NO. IMPL. PLAN STATUS:

CFR LINK:

V&V COMPLETED

STATEMENT

Compliant ☐ Cond. Compliant ☐ Non-Compliant ☐ N/A ☐ Exception/ Exemption ☐

RFETS INTERPRETATION

REFERENCE DOCUMENTATION

LEVEL NO.	UNIQUE ID	ABBREVIATION	SECTION NO.	REV. NO.	CHANGE DATE

PREPARER: RCMI MANAGER:

CONCURRENCE: RCM MANAGER:

INDEPENDENT VERIFIER:

COMMENTS:

CSF REV. NO: RFETS RCM REV NO: REVISED BY: REVISED: 8/8/95

PM I2.01 Strch
Max Fee: $97,000

Kaiser-Hill
Performance Measure
FY95 4th Quarter

DOE ADVOCATE: William Fitch

95-EC-001

PM Number
I2.01 Strch

TUAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Environmental Objective #2 (E2)
Environmental Compliance and Stewardship

MEASUREMENT: ~~Standard~~ Stretch: Implement a regulatory and production strategy that ensures 100% compliance.
~~Stretch~~ Standard: None

SOURCE OF DATA: Notices of Violations issued by the Colorado Department of Public Health & Environment, Environmental Protection Agency, and/or governing regulators.

WHO GATHERS AND UPDATES CHARTS: No charts or updates are anticipated.

FREQUENCY OF REPORTING: As applicable.

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: ~~Standard~~ Stretch: Receive no Notices of Violation (NOV)
~~Stretch~~ Standard: None

HOW IS COMPLETION VERIFIED: A status report will be submitted to the DOE, RFFO verifying no Notices of Violation have been received.

RECOMMENDATION: None

DEFINITIONS: Not Applicable

FEE (if applicable)

	GOAL	FEE
~~Standard~~ Stretch:	No Notices of Violation	2.5% $97.5K
~~Stretch~~ Standard:	None	

R.C. 2-2

PM 12.02 Strch

DOE ADVOCATE: William Fitch

Max Fee: $97,000

Kaiser-Hill Trade Measure FY-95 4th Quarter

95-EC-002

PM Number 12.02 Strch

UAL MEASUREMENT SELECTION WORKSHEET

VALUE ADD #: Environmental Objective #2 (E2)
Environmental Compliance and Stewardship

MEASUREMENT: ~~Standard~~ Stretch: Implement a regulatory and production strategy that ensures 100% compliance.
~~Stretch~~ Standard: None

SOURCE OF DATA: Interagency Agreement (IAG)

WHO GATHERS AND UPDATES CHARTS: Not Required

FREQUENCY OF REPORTING: Quarterly

VOLUME PER PERIOD: Not applicable.

DESCRIPTION/DELIVERABLE: No missed negotiated milestones.

HOW IS COMPLETION VERIFIED: ~~Standard~~ Stretch: A status report will be submitted to the DOE, RFFO summarizing performance in the fourth quarter of Fiscal Year 1995 in terms of meeting the IAG milestones.
~~Stretch~~ Standard: None

RECOMMENDATION: None

DEFINITIONS: Milestones are defined as negotiated in the Interagency Agreement (IAG) milestones scheduled for completion between July 1, 1995 and September 30, 1995. Definition of "meet milestone" is that the milestone has been completed by the date negotiated with the Environmental Protection Agency.

FEE (if applicable)	GOAL	FEE	
~~Standard~~ Stretch:	No missed milestones	2.5%	$97.5K
~~Stretch~~ Standard:	None		

R.G Card

Manager: Nancy Tuor, Len Martinez PM I3.01 Std Report Due 9/30/95

PM Number Max Fee: **$68,000**

I3.01 Std

Kaiser Hill Goal: Cost Reduction and Management

Performance Measure: Accomplish 40% of initiative 1.a proposed in criterion 2.a (of BAFO)

Contract Officers Representative Name: Lenora Lewis

Performance Metric

The initiative 1.a in criterion 2.a states that the Kaiser-Hill team employment will be reduced from 5808 on May 1 1995 to 3296 on June 30 1996. The number 5808 was an estimate. Based on better information the starting employment level available for the Kaiser-Hill Team was 5832 at the start of transition. The goal of 3296 employment by the Kaiser-Hill Team on June 30, 1996 is therefore a reduction in employment of 2536 by June 30 1996. This does not mean that 2536 people will leave the Rocky Flats site. Some may go to work for Second Tier subcontractors (a Second Tier subcontractor is a company that has a contract with one of Kaiser-Hill's subcontractors)

Explanation of Numerator

A	Beginning Employment Level 7/1/95	5832
B	Actual Employment Level of 9/30/95 (will be provided)	X
Numerator	Total Reduction at the end of the measurement period (A minus B)	5832 minus X

Explanation of Denominator

A	Beginning Employment Level 7/1/95	5832
B	Goal Employment Level for 6/30/96	3296
Denominator	Total Reduction of the Initiative (A minus B)	2536

Total Reduction at the end of the Measurement Period
---------- > .40
Total Reduction of the Initiative

Basis of Beginning Employment Estimate (Letter N. Tuor to Lenora Lewis attached)

Kaiser-Hill Team Employment as of 7/13/95	4414
Voluntary Separations	966
Involuntary Separations	300
Employees Transferred to Second Tier Subcontractors	336
LESS Total new employees brought on by Kaiser-Hill Team	-184
Total Employees on July 1, 1995 available to Kaiser-Hill Team (Sum of above numbers)	5832

Manager: Nancy Tuor, Len Martinez
Measure #

Standard
Fee $68,640

Report Due 9/30/95

Completion Documents List

The following documentation will be provided:

- A copy of BAFO Staffing Plan (Initiative a.1 Criterion 2.A). (Attached)
- Documentation of actual Kaiser-Hill and direct subcontractor personnel as of September 30, 1995.

Measure Definition Agreement Signatures (if possible for FY 95)

Responsible Manager Nancy R Tuor Date 8/24/95

Contract Officer's Representative Laura J. Lewis Date 8/24/95

EXHIBIT 2.A-3 (NEW)
FIRST YEAR STAFFING PLAN
Kaiser-Hill plans to reduce IMC and major first tier subcontractor staff to 3300 in the first year.

	Current Staff[1]	First Year Reduction	Additional Reductions through Outsourcing	Staff Level As Of July 1, 1996
Legal/Audits/Presidents Office	31	5	5	21
Performance Assurance	124	47	20	57
Planning and Integration	26	0	0	26
Administrative/Human Resources	300	85	15	200
Information Resource Management	295	150	110	35
Organization Effectiveness	263	80	90	93
Communications	23	5	10	8
Economic Development	201	100	5	96
Site Support	1121	325	150	646
Medical[2]	46	11	30	5
Safeguards and Security (EG&G and WSI)	621	80	75	466
Analytical Services	263	47	60	156
Technology Development[3]	158	120	20	18
Engineering and Safety Services	1117	290	200	627
Environmental Restoration	197	47	40	110
Waste Management	528	125	90	313
SMM/Building Management[4]	494	65	10	419
	5808	1582	930	3296

[1] Late February 1993
[2] Currently Medical is in Site Support
[3] Currently Technology Development is in Waste Stabilization
[4] SMM includes organizations of SMM Management and Storage, Building Deactivation, and Waste Stabilization

mance measures, we plan to accelerate restart rather than suffer the set back of a voluntary shut down.

Reductions of this size will increase opportunities for outsourcing, resulting in additional savings through competition, increased productivity, and reduced on-site infrastructure costs. To maximize the opportunities for displaced workers, the Kaiser-Hill team will also take advantage of its 20,000-person annual hiring potential by seeking to connect the Rocky Flats workers to jobs elsewhere with team members. By completing the reductions in an expeditious manner, assisting displaced staff in re-employment and communicating to the remaining workforce the importance of maintaining only a lean and productive staff so as to remain competitive for limited tax dollars, Kaiser-Hill will work to minimize the adverse effects of staff cuts on worker morale.

This staffing strategy can save DOE as much as $37M (net after termination costs) in the first year of the contract alone. It also allows the site to move quickly to a culture with lower overhead, one that will foster identification of additional cost savings and reassignments of work to accomplish accelerated materials consolidation and restoration. The attainment of our first year goal of 3,300 staff should reduce operating costs at RFETS from the current baseline by at least $90M per year and yield better performances. Upon accomplishment of our goals and performance measures at the end of the five year contract, site employment will be below 2,300.

One example of how we propose to achieve our strategy is by closing the laboratories in Buildings 881 and 123. The private laboratory market is characterized by intense price competition, resulting in rapidly decreas-

Manager: Nancy Tuor, Len Martinez PM I3.02 Strch Report Due 9/30/95

PM Number Max Fee: **$318,109**

I3.02 Strch

Kaiser Hill Goal: Cost Reduction and Management

Performance Measure: Accomplish 60% of initiative 1.a proposed in criterion 2.a (of BAFO)

Contract Officers Representative Name: Lenora Lewis

Performance Metric

The initiative 1.a in criterion 2.a states that the Kaiser-Hill team employment will be reduced from 5808 on May 1 1995 to 3296 on June 30 1996. The number 5808 was an estimate. Based on better information the starting employment level available for the Kaiser-Hill Team was 5832 at the start of transition. The goal of 3296 employment by the Kaiser-Hill Team on June 30, 1996 is therefore a reduction in employment of 2536 by June 30 1996. This does not mean that 2536 people will leave the Rocky Flats site. Some may go to work for Second Tier subcontractors (a Second Tier subcontractor is a company that has a contract with one of Kaiser-Hill's subcontractors)

Explanation of Numerator

A	Beginning Employment Level 7/1/95	5832
B	Actual Employment Level of 9/30/95 (will be provided)	X
Numerator	Total Reduction at the end of the measurement period (A minus B)	5832 minus X

Explanation of Denominator

A	Beginning Employment Level 7/1/95	5832
B	Goal Employment Level for 6/30/96	3296
Denominator	Total Reduction of the Initiative (A minus B)	2536

Total Reduction at the end of the Measurement Period
---------- > .60
Total Reduction of the Initiative

Basis of Beginning Employment Estimate (Letter N. Tuor to Lenora Lewis attached)

Kaiser-Hill Team Employment as of 7/13/95	4414
Voluntary Separations	966
Involuntary Separations	300
Employees Transferred to Second Tier Subcontractors	336
LESS Total new employees brought on by Kaiser-Hill Team	-184
Total Employees on July 1, 1995 available to Kaiser-Hill Team (Sum of above numbers)	5832

Manager: Nancy Tuor, Len Martinez
Measure #

Stretch
Fee $321,360

Report Due 9/30/95

Payment Method

Percent available fee earned is calculated on a pro rata basis beginning at 41% to 60%.

Result as percent of initiative	Percent of Available Fee earned	$ Fee Earned
41%	5%	$16,068
42%	10%	$32,136
43%	15%	$48,204
44%	20%	$64,272
45%	25%	$80,340
46%	30%	$96,408
47%	35%	$112,476
48%	40%	$128,544
49%	45%	$144,612
50%	50%	$160,680
51%	55%	$176,748
52%	60%	$192,816
53%	65%	$208,884
54%	70%	$224,952
55%	75%	$241,020
56%	80%	$257,088
57%	85%	$273,156
58%	90%	$289,224
59%	95%	$305,292
60%	100%	$321,360

Completion Documents List

The following documentation will be provided:

- A copy of BAFO Staffing Plan (Initiative a.1 in Criterion 2.A). (Attached)
- Documentation of actual Kaiser-Hill and direct subcontractor personnel as of September 30, 1995.

Measure Definition Agreement Signatures

Responsible Manager Nancy R Tuor Date 8/24/95

Contract Officer's Representative Teresa J. Lewis Date 8/24/95

EXHIBIT 2.A-3 [NEW]
FIRST YEAR STAFFING PLAN
Kaiser-Hill plans to reduce IMC and major first tier subcontractor staff to 3300 in the first year.

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Organization Effectiveness	263	80	90	93
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Site Support	1121	325	150	646
Medical[2]	46	11	30	5
Safeguards and Security (EG&G and WSI)	621	80	75	466
Analytical Services	263	47	60	156
Technology Development[3]	158	120	20	18
Engineering and Safety Services	1117	290	200	627
Environmental Restoration	197	47	40	110
Waste Management	528	125	90	313
SMM/Building Management[4]	494	65	10	419
Totals	5188	1588	910	3290

[1] Late February 1993
[2] Currently Medical is in Site Support
[3] Currently Technology Development is in Waste Stabilization
[4] SMM includes organizations of SMM Management and Storage, Building Deactivation, and Waste Stabilization

mance measures, we plan to accelerate restart rather than suffer the set back of a voluntary shut down.

Reductions of this size will increase opportunities for outsourcing, resulting in additional savings through competition, increased productivity, and reduced on-site infrastructure costs. To maximize the opportunities for displaced workers, the Kaiser-Hill team will also take advantage of its 20,000-person annual hiring potential by seeking to connect the Rocky Flats workers to jobs elsewhere with team members. By completing the reductions in an expeditious manner, assisting displaced staff in re-employment and communicating to the remaining workforce the importance of maintaining only a lean and productive staff so as to remain competitive for limited tax dollars, Kaiser-Hill will work to minimize the adverse effects of staff cuts on worker morale.

This staffing strategy can save DOE as much as $37M (net after termination costs) in the first year of the contract alone. It also allows the site to move quickly to a culture with lower overhead, one that will foster identification of additional cost savings and reassignments of work to accomplish accelerated materials consolidation and restoration. The attainment of our first year goal of 3,300 staff should reduce operating costs at RFETS from the current baseline by at least $90M per year and yield better performances. Upon accomplishment of our goals and performance measures at the end of the five year contract, site employment will be below 2,300.

One example of how we propose to achieve our strategy is by closing the laboratories in Buildings 881 and 123. The private laboratory market is characterized by intense price competition, resulting in rapidly decreas-

Manager: Nancy Tuor, Len Martinez
PM Number
I4.01 Std

PM I4.01 Std
Max Fee: $68,000

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

Due 9/30/95

Kaiser Hill Goal: Work Force Performance

Performance Measure: Achieve a 10% increase in work force performance as measured by the survey prior to transition to end FY

Contract Officers Representative Name -- Dero Sargent

Performance Metric

Safety

The Organization Diagnostics Survey is a survey instrument that describes an organization's effectiveness. The ODS is based on a research validate model which measures performance factors that affect the productivity of people.

Work Systems Associates Inc. (WSA) developed the ODS and maintains an extensive database of organizations' scores. This ODS was administered to three groups of EG&G employees (Seniors, Managers, and Individuals) the week of May 15, 1995. The ODS provides a score for each group across 4 Performance Factors. The score of the group Seniors (senior executives in residence in EG&G on May 15) is excluded from the calculation of the composite score. This exclusion is made as the intent of this performance measure is to see how the Kaiser-Hill Team senior managers can influence the productivity of the people at RFETS. This survey establishes the baseline score for the Kaiser-Hill Team.

The ODS was tailored to RFETS by the addition of 16 questions about safety.

The goal of the Kaiser-Hill Team Senior Managers is to raise the score on the ODS at Rocky Flats to a score in the top 30% based on the WSA database as of May 1995.

Rocky Flats needs to close the gap (DIFFERENCE) between the result of May 1995 and the score necessary to reach the Top 30%. Our performance measure is based on our progress in closing the DIFFERENCE. The following matrix shows how the DIFFERENCE will be calculated for each performance factor.

Performance Factor (1)	Rocky Flats May 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	BASELINE DIFFERENCE (3) - (2) This is the basis for comparison
Accountability	4.27	5.14	0.87
Productivity	3.91	4.88	0.97
Quality	3.61	4.93	1.32
Safety	5.0	6.10	1.10

The BASELINE DIFFERENCE calculated will remain as the constant of comparison for the life of this measure.

Manager: Nancy Tuor, Len Martinez
Measure #

Standard
Fee $

Report Due 9/30/95

The same instrument will be administered to a randomly selected population by Work Systems Associates Inc. in late September 1995.

The formula used to calculate performance follows

$$\frac{\text{BASELINE DIFFERENCE} - \text{Period Difference}}{\text{BASELINE DIFFERENCE}} >= .10$$

This calculation would be made for the safety, productivity, quality, and accountability performance factor. One fourth of standard fee would be earned based on the result of each performance factor.

EXAMPLE CALCULATION for a performance factor called EXAMPLE.
Establishing the **BASELINE DIFFERENCE**

Performance Factor (1)	Rocky Flats May 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	BASELINE DIFFERENCE (3) - (2) This is the basis for comparison
EXAMPLE	3	4.5	1.5

Calculating the performance result for September.

Performance Factor (1)	Rocky Flats September 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	Period Difference (3) - (2) This is the basis for comparison
EXAMPLE	3.2	4.5	1.1

Performance Measure Calculation

$$\frac{1.5 - 1.3}{1.5} > .10 \quad \text{resolves to } .13 > .10$$

The answer is YES and all of standard fee is earned for the performance factor EXAMPLE

Measure Definition Agreement Signatures

Responsible Manager Nancy P. Tuor Date 8/23/95

Contract Officer's Representative Nancy Sargent Date 8/23/95

Kaiser Hill Goal: Work Force Performance

Performance Measure: Achieve a 20% increase in work force performance as measured by the survey prior to transition to end FY

Contract Officers Representative Name -- Dero Sargent

Performance Metric

The Organization Diagnostics Survey is a survey instrument that describes an organization's effectiveness. The ODS is based on a research validate model which measures nine performance factors that affect the productivity of people.

Work Systems Associates Inc. (WSA) developed the ODS and maintains an extensive database of organizations' scores. This ODS was administered to three groups of EG&G employees (Seniors, Managers, and Individuals) the week of May 15, 1995. The ODS provides a score for each group across 4 Performance Factors. The score of the group Seniors (senior executives in residence in EG&G on May 15) is excluded from the calculation of the composite score. This exclusion is made as the intent of this performance measure is to see how the Kaiser-Hill Team senior managers can influence the productivity of the people at RFETS. This survey establishes the baseline score for the Kaiser-Hill Team.

The ODS was tailored to RFETS by the addition of 16 questions about safety.

The goal of the Kaiser-Hill Team Senior Managers is to raise the score on the ODS at Rocky Flats to a score in the top 30% based on the WSA database as of May 1995.

Rocky Flats needs to close the gap (DIFFERENCE) between the result of May 1995 and the score necessary to reach the Top 30%. Our performance measure is based on our progress in closing the DIFFERENCE. The following matrix shows how the DIFFERENCE will be calculated for each performance factor.

Performance Factor (1)	Rocky Flats May 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	BASELINE DIFFERENCE (3) - (2) This is the basis for comparison
Accountability	4.27	5.14	0.87
Productivity	3.91	4.88	0.97
Quality	3.61	4.93	1.32
Safety	5.0	6.10	1.10

The BASELINE DIFFERENCE calculated will remain as the constant of comparison for the life of this measure.

The same instrument will be administered to a randomly selected population by Work Systems Associates Inc. in late September 1995.

The formula used to calculate performance RESULT is as follows.

$$\frac{\text{BASELINE DIFFERENCE} - \text{Period Difference}}{\text{BASELINE DIFFERENCE}} >= .20$$

This calculation would be made for the safety, productivity, quality, and accountability performance factor.

Payment Method

One fourth of stretch fee would be earned based on the RESULT for each performance factor. Payment for partial accomplishment would be on a linear pro rata basis bracketed as follows .10 < RESULT <= .20. For a RESULT of .10 no stretch fee is earned. For a RESULT greater than or equal to .20 all of stretch fee is earned.

EXAMPLE CALCULATION for a performance factor called EXAMPLE.
Establishing the BASELINE DIFFERENCE

Performance Factor (1)	Rocky Flats May 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	BASELINE DIFFERENCE (3) - (2) This is the basis for comparison
EXAMPLE	3	4.5	1.5

Calculating the performance result for September 1995.

Performance Factor (1)	Rocky Flats September 1995 (2)	30% THRESHOLD Score to be in Top 30% of industry (3)	Period Differencre (3) - (2) This is the basis for comparison
EXAMPLE	3.2	4.5	1.3

Performance Measure Calculation

$$\frac{1.5 - 1.3}{1.5} >.20 \quad \text{resolves to} \quad ..13 > .20$$

The answer is NO. All of stretch fee is not earned. The fee earned would be 30% of stretch fee available for the performance factor based on the payment method

Measure Definition Agreement Signatures

Responsible Manager Nancy L Tuor Date 8/23/95

Contract Officer's Representative Drew Sargent Date 8/23/95

I5.01
I5.02

STD: #4,000 } CD
STRCH: #15,000 }

RATING PLAN

KAISER-HILL CONTRACT NO. DE-AC34-95RF00825

Performance Period Covered by this Rating Plan: Fourth Quarter, FY95

Performance Objective Identification, as Currently Stated in Contract: Integrating Objective #5 (I5), Social, Admin, and Security

Goal Identification, as Currently Stated in Contract: **Measure A: Accomplish 40% (28%/12% SB/SDB) Subcontracting ($)**
Measure B: Achieve 99% Performance Based Subcontracting (Hours)
Measure C: Establish Best-in-Class, DOE-Approved Property Management System Reducing the Cost of Lost Property by 90% to $250K/Year by FY00
Measure D: Obtain Overall Satisfactory Ratings on Announced I&E Surveys

(NOTE: This Plan deals only with Measure A. Other Measures are dealt with separately).

Maximum Available Incentive Fee Associated with this Measure: $18,000
Standard: $3,000; Stretch: $15,000

IDENTIFICATION OF MEASURE (From Contract)

Standard Measure: Accomplish 10% (7%/3% SB/SDB) Subcontracting ($).

Stretch Measure: Accomplish 15% (11%/4% SB/SDB) Subcontracting ($).

ASSUMPTIONS

- The percentage demonstrating accomplishment can be stated as X/Y X 100.
  X= Dollars obligated by Kaiser-Hill to subcontracts with Small Businesses, Small Disadvantaged Businesses, as those terms are defined in the contract. X is *not* the total value of the subcontract, nor is X the total estimated value of the subcontract -- X is the amount of money placed on the subcontract.
- Y= Dollars obligated by DOE to the Kaiser-Hill contract during the relevant period plus any carryover dollars from the previous FY less any carryover dollars to the next FY less any deobligations.
- Goal (e.g., 10% {7%/3%}) is stated in terms of: All SB, including SDB (e.g., 10%); non-disadvantaged SB (e.g., 7%); SDB (e.g., 3%). *Note:* Parenthetical examples use the figures for FY95 fourth quarter.

CLARIFICATION OF EXPECTATIONS

- K-H must achieve both SB and SDB portions of the Standard Objective to be successful. Accomplishments greater than Standard but less than Stretch will earn a proportion of the Stretch Objective, on a "straight-line" basis with SB and SDB, as set forth in the attached Fee Availability Chart.
- The impact, if any, of recent Supreme Court decision cannot be predicted. In a worst case scenario, if SB/SDB preference programs are struck down by the courts, this Measure would be nullified and remaining measures would govern the accomplishment of this objective.

Len A. Martinez	9/29/95	Lenora J. Lewis	9/29/95
V.P., Finance & Administration	Date	Assistant Manager for Administration	Date
Chief Financial Officer		Contracting Officer's Representative	
Kaiser-Hill Company, L.L.C.		U. S. Dept. of Energy Rocky Flats Field Office	

FEE AVAILABILITY CHART

Small Business Subcontracting

Potential Fee for Small Business Subcontracting **Stretch** Results		$7,500
Results in % Small Business Subcontracts	% of Fee Earned	$ Fee Earned
If the Result is greater than 10%, but less than or equal to 11%:	16.7%	$1,250
If the Result is greater than 11%, but less than or equal to 12%:	33.3%	$2,500
If the Result is greater than 12%, but less than or equal to 13%:	50%	$3,750
If the Result is greater than 13%, but less than or equal to 14%:	66.7%	$5,000
If the Result is greater than 14%, but less than 15%:	83.3%	$6,250
If the Result is greater than or equal to 15%:	100%	$7,500

Small Disadvantaged Business Subcontracting

Potential Fee for Small Disadvantaged Business Subcontracting **Stretch** Results		$7,500
Results in % Small Disadvantaged Business Subcontracts	% of Fee Earned	$ Fee Earned
If the Result is greater than 3%, but less than 4%:	50%	3,750
If the Result is greater than or equal to 4%:	100%	7,500

I5.03
I5.04

STD: #7,000
STRCH: #32,000

RATING PLAN

KAISER-HILL CONTRACT NO. DE-AC34-95RF00825

Performance Period Covered by this Rating Plan: Fourth Quarter, FY95

Performance Objective Identification, as Currently Stated in Contract: Integrating Objective #5 (I5), Social, Admin, and Security

Goal Identification, as Currently Stated in Contract: Measure A: Accomplish 40% (28%/12% SB/SDB) Subcontracting ($)

Measure B: Achieve 99% Performance Based Subcontracting (Hours)

Measure C: Establish Best-in-Class, DOE-Approved Property Management System Reducing the Cost of Lost Property by 90% to $250K/Year by FY00

Measure D: Obtain Overall Satisfactory Ratings on Announced I&E Surveys

(NOTE: This Plan deals only with Measure B. Other Measures are dealt with separately).

Percent of Maximum Available Incentive Fee Associated with this Measure: $19,000
Standard: $3,000
Stretch: $16,000

IDENTIFICATION OF MEASURE (From Contract)

Standard: Achieve 20% performance based subcontracting.

Stretch: Achieve 25% performance based subcontracting.

ASSUMPTIONS:

- The percentage demonstrating accomplishment can be stated as X/Y X 100.
  X= Dollars obligated by Kaiser-Hill to performance based subcontracts, *excluding:* supplies/equipment/materials; utilities; telephone; credit card and micro purchases, leases and Integrated Contractor Orders (ICOs). X is *not* the total value of the subcontracts, nor is X the total estimated value of the subcontracts. X is the amount of money placed on the subcontracts.
  Y= Total procurement dollars obligated by K-H to all subcontracts, *excluding:* supplies/equipment/materials; utilities; telephone; credit card and micro purchases, leases and ICOs.

CLARIFICATIONS OF EXPECTATIONS:

- "Performance based" subcontracts include Firm Fixed Price subcontracts and subcontracts that establish up-front objective performance measures which must be accomplished in whole or in part to obtain some portion of the fee earning potential.
- K-H will track dollars, which can be converted mathematically to hours, of all subcontracts, except for those categories excluded above.
- Accomplishments greater than Standard but less than Stretch will earn the appropriate proportion of the Stretch Objective, on a "straight-line" basis as set forth in the attached Fee Availability Chart.

Len A. Martinez	9/29/95	Lenora J. Lewis	9/29/95
V.P., Finance & Administration	Date	Assistant Manager for Administration	Date
Chief Financial Officer		Contracting Officer's Representative	
Kaiser-Hill Company, L.L.C.		U. S. Dept. of Energy Rocky Flats Field Office	

FEE AVAILABILITY CHART

Performance Based Subcontracting

Potential Fee for Performance Based Subcontracting **Stretch** Results		$16,000
Results in % Performance Based Subcontracts	% of Fee Earned	$ Fee Earned
If the Result is greater than 20%, but less than or equal to 21%:	16.7%	$2,700
If the Result is greater than 21%, but less than or equal to 22%:	33.3%	5,400
If the Result is greater than 22%, but less than or equal to 23%:	50%	8,000
If the Result is greater than 23%, but less than or equal to 24%:	66.7%	$10,700
If the Result is greater than 24%, but less than 25%:	83.3%	$13,300
If the Result is greater than or equal to 25%:	100%	$16,000

$72,000 CD

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

K-H Manager: C. A. H. Waller
Performance Type (Stretch) Fee(1.03%)
Report Due 9/30/95

PM Number
I5.06 Strch

Kaiser - Hill Goal:
1. Operate the site to provide the most cost effective execution of mission functions of SNM and Building Management , ER/WM and Conversion.
2. Reduce site operations cost to maximize available resources for mission functions.
3. Maintain a well prepared emergency response infrastructure.

Performance Measure:
Implement PEMS as an automated property Management System
The PEMS system is capable of life cycle tracking . Implementation includes software and hardware installation, loading of data tables, and ensuring the system is functional

Develop policies , procedures and provide training to property personnel on PEMS utilization. This includes:
1. developing policies and procedures for the implementation of the PEMS for Accountable property
2. Develop a concept for the management of high risk equipment including a list of the proposed policies procedures and implementation of the operation cost
3. Provide training to all property management custodians (mandatory 8 hours)
4. Provided training on PEMS for all property custodians (mandatory 8 hours).
5. complete 30% (acquisition cost basis) of the following inventories: Capital Equipment, Sensitive property ACE Stores, Spare Parts and Precious Metals. The 30% of the dollars is base on total dollars for all inventories as opposed to 30% of each type of inventory.

Contract Officers Representative
Edward Pietsch / Lenora Lewis

Performance Metric
Submit policies and procedures for the implementation of PEMS to Kaiser-Hill.
Submit high-risk equipment management concept plan to Kaiser-Hill.
Provide training rosters for property management custodians.
Provide fourth quarter inventory results as of 30 September, 1995.

Payment Method (Stretch Only)

Completion Documents List (Only if Needed)
- Provide policies and procedures for PEMS
- Submit high-risk equipment plan
- Provide training rosters for property custodians
- 4th quarter inventory results as of 30 September 1995

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/24/95

Kaiser-Hill Responsible Manager _____ Date 8/24/95

Contract Officer's Representative _____ Date 8/24/95

#17,000 CD

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

K-H Manager: C. A. H. Waller

Performance Type (Stand) Fee(.22%)

Report Due 9/30/95

PM Number

I5.05 Std

Kaiser - Hill Goal:

1. Operate the site to provide the most cost effective execution of mission functions of SNM and Building Management , ER/WM and Conversion.
2. Reduce site operations cost to maximize available resources for mission functions.
3. Maintain a well prepared emergency response infrastructure.

Performance Measure:

Implement PEMS as an automated property Management System
The PEMS system is capable of life cycle tracking . Implementation includes software and hardware installation, loading of data tables, and ensuring the system is functional

Develop policies , procedures and provide training to property personnel on PEMS utilization. This includes:

1. developing policies and procedures for the implementation of the PEMS for Accountable property
2. Develop a concept for the management of high risk equipment including a list of the proposed policies procedures and implementation of the operation cost
3. Provide training to all property management custodians (mandatory 8 hours)
4. Provided training on PEMS for all property custodians (mandatory 8 hours).

Contract Officers Representative
Edward Pietsch / Lenora Lewis

Performance Metric

Implement PEMS as an automated property Management System
The PEMS system is capable of life cycle tracking . Implementation includes software and hardware installation, loading of data tables, and ensuring the system is functions

Develop policies , procedures and provide training to property personnel on PEMS utilization. This includes:

1. developing policies and procedures for the implementation of the PEMS for Accountable property
2. Develop a concept for the management of high risk equipment including a list of the proposed policies procedures and implementation of the operation cost
3. Provide training to all property management custodians (mandatory 8 hours)
4. Provided training on PEMS for all property custodians (mandatory 8 hours).

Payment Method (Stretch Only)

Completion Documents List (Only if Needed)

- Need from Dyn

Measure Definition Agreement Signatures

Responsible Manager Charles L. Henning Date 8/24/95

Kaiser-Hill Responsible Manager DW Ferrera CAHW Date 8/24/95

Contract Officer's Representative Lenora J. Lewis Date 8/24/95

PM I5.09 Std
Max Fee: **$10,000**

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

K-H Manager C. A. H. Waller

Performance Type (Standard)
Fee (0.22%)

PM Number
I5.09 Std

Kaiser-Hill Goal:

1. Providing safe, reliable, and adequate Safeguards & Security (S&S) to protect the site and Special Nuclear Materials
2. Operate S&S to reduce cost to those who interface with the S&S function
3. Maximize reduction in S&S cost while accomplishing goals 1 and 2

Performance Measure:
Remove the Site "400 Area" from WSI physical security access control by 9/30/95 (no Security Guard is required to touch badges to give access to 400 Area).

Contract Officer's Representative
James K. Hartman

Performance Metric
Remove the Site "400 Area" from WSI physical security access control by 9/30/95 (no Security Guard is required to touch badges to give access to 400 Area).

Completion Documents List (Only if Needed)

- Close out memorandum to C. A. H. Waller from W. R. Gillison

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/22/95

Contract Officer's Representative _____ Date 8/22/95

PM 15.10 Strch

Max Fee: **$39,000**

K-H Manager C. A. H. Waller

Performance Type (Stretch)
Fee (1.03%)

Kaiser-Hill
Performance Measure
FY-95 4th Quarter

PM Number

15.10 Strch

Kaiser-Hill Goal:

1. Providing safe, reliable, and adequate Safeguards & Security (S&S) to protect the site and Special Nuclear Materials
2. Operate S&S to reduce cost to those who interface with the S&S function
3. Maximize reduction in S&S cost while accomplishing goals 1 and 2

Performance Measure:
Remove the Site "400 Area" from WSI physical security access control by 9/30/95 (no Security Guard is required to touch badges to give access to 400 Area).

Contract Officer's Representative
James K. Hartman

Performance Metric
Remove the Site "400 Area" from WSI physical security access control by 9/30/95 (no Security Guard is required to touch badges to give access to 400 Area). Remove fence from the 400 area.

Payment Method (Stretch Only)

Completion Documents List (Only if Needed)

- Close out memorandum to C. A. H. Waller from W. R. Gillison

Measure Definition Agreement Signatures

Responsible Manager _____ Date 8/22/95

Contract Officer's Representative _____ Date 8/22/95

Performance Based Incentive Fee Structure

Purpose: To describe the structure which will be applied to the performance based incentive fees under Contract No. DE-AC34-95RF-00825.

1. **Performance Measure Description**
   a. The structure will consist of objectives, goals and performance measures. Objectives are general areas of performance that are specifically identified in the Rocky Flats Strategic Plan. Goals are actions, described in general terms, that will further the objectives within the Contract performance period. Performance measures are very specifically defined actions that are intended to achieve the goals. Performance incentive fees are paid for achievement of individual performance measures.
   b. There will be relatively few, meaningful performance measures. The expectation is that the total number of standard or stretch measures established for a fiscal year will not exceed 30 to 50. Each measure should be of significant importance. If achieving a measure would not merit a minimum of 1% to 2% of the total standard or stretch incentive fees for a given period, it should not be included.
   c. "Out-year" performance measures may be established for planning purposes. In such cases, the fee amounts associated with the "out-year(s)" need not be identified.
2. **Performance Measures are Severable and Flexible**
   a. The individual performance measure will be the basic unit against which performance incentive fees will be established. Incentive payments for each performance measure will, except as described herein, operate independently of each other. Performance measures and incentive fee distribution may be negotiated for each fiscal year.
   b. An individual performance measure will typically be divided into a standard and a corresponding stretch measure. A standard measure will generally earn incentive fee only for total completion (i.e., "all or none"). A stretch measure will generally earn incentive fee for partial completion, but only if the corresponding standard measure has been met.
   c. When the circumstances warrant, DOE and the Kaiser-Hill Company, LLC, may agree to establish a performance measure which includes a standard measure with no corresponding stretch measure; a stretch measure with no corresponding standard measure; or standard and stretch measures for which there is only an arbitrary connection. A single standard measure may correspond to multiple stretch measures, or *vice versa.*
   d. When the circumstances warrant, DOE and the Kaiser-Hill Company, LLC, may agree to establish a performance measure which provides for the "carry-over" of unearned fee from one fiscal year to the next. Provisions for such "carry-over" must be agreed upon by the parties at the time the measure is established.
3. **Partial Performance Measure Accomplishment**
   a. As a general rule (the "default" condition), performance incentive fees for stretch measures will be paid for accomplishment of the measures on a *linear* basis. That is, each increment of performance (*e.g.*, each drum vented, each item repackaged, each container shipped) will earn an equal increment of the fee associated with the stretch measure. On a case-by-case basis, the parties may agree to different *performance curves* for stretch measures based on the *value* associated with each increment of performance. For example, an *asymptotic* rather than a linear curve may be used, whereby the earliest increments of performance may earn more or less fee than later increments.
   b. As stated above, the default condition for standard measures will be "all or none," with no fee paid for partial completion. In very exceptional circumstances, the parties may agree to a deviation from the "all or none" default for a standard measure.
4. **Performance Measure Weighting**
   a. Fees will first be established for objectives, by allocating a percentage of the total incentive fee available to each objective established for a fiscal year. After determining the fee for the objectives, the parties will negotiate the specific dollar amount of standard and stretch fees to be associated with each performance measure (i.e., the weight of performance measures based on their relative importance within a goal or objective category). In the event that the parties cannot agree, the matter will be resolved by a contracting officer determination which may be appealed by Kaiser Hill in accordance with the "Disputes" clause of the Contract.